

# DEPARTMENT OF THE ARMY

## FY 1996/1997 Biennial Budget Estimates

FEBRUARY 1995



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RESERVE PERSONNEL, ARMY

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DEPARTMENT OF THE ARMY  
RESERVE PERSONNEL, ARMY

JUSTIFICATION OF ESTIMATES FOR FISCAL YEAR 1996/1997

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**DEPARTMENT OF THE ARMY  
RESERVE PERSONNEL, ARMY**

**JUSTIFICATION OF ESTIMATES FOR FISCAL YEAR 1996/1997**

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## **SECTION 1**

### **SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM**

Reserve Personnel, Army  
Summary of Requirements by Budget Program

(Dollars in Thousands)

	FY 1994 (Actual)	FY 1995 (Estimate)	FY 1996 (Estimate)	FY 1997 (Estimate)
<b>DIRECT PROGRAM</b>				
Unit & Individual Training	1,121,266	1,076,251	1,064,981	1,048,131
Other Training and Support	1,025,565	1,085,369	1,036,385	972,831
Total Direct Program	2,146,831	2,161,620	2,101,366	2,020,962
<b>REIMBURSABLE PROGRAM</b>				
Unit & Individual Training	3,804	6,398	2,612	2,926
Other Training and Support	816	1,404	667	636
Total Reimbursable Program	4,620	7,802	3,279	3,562
<b>TOTAL PROGRAM</b>				
Unit & Individual Training	1,125,070	1,082,649	1,067,593	1,051,057
Other Training and Support	1,026,381	1,086,773	1,037,052	973,467
Total Obligations	2,151,451	2,169,422	2,104,645	2,024,524

## **SECTION 2**

### **INTRODUCTION**

RESERVE PERSONNEL, ARMY  
JUSTIFICATION OF ESTIMATES FOR FISCAL YEAR 1996/1997  
INTRODUCTION

The Reserve Personnel, Army (RPA) appropriation provides resources for personnel of the United States Army Reserve (USAR) while on Annual Training or while performing inactive duty for training (weekend drills). The RPA appropriation also provides funding for USAR members to serve on Active Duty in an Active Guard and Reserve (AGR) status, members of the Reserve Officers Training Corps (ROTC), the Health Professions Scholarship Program (HPSP), Branch Officer Basic Course Training (BOBC), and the Chaplain Candidate Program (CCP). USAR members also may serve on Temporary Tours of Active Duty (TTAD) in support of Active Component missions. Funding for these missions is included in the Military Personnel, Army (MPA) appropriation and therefore not addressed in this budget. The FY 1996/1997 RPA Budget request focuses on improving the U.S. Army Reserve's ability to meet its wartime mobilization mission within a framework of continued end strength reductions.

The FY 1996/1997 budget request significantly decreases USAR Selective Reserve End Strength (SELRES). These reductions are in support of the Army's overall reduction strategy. SELRES declines by the end of FY 1997 to 215,000 soldiers, a 27,000 soldier decrease from FY 1995. Active Guard/Reserve (AGR) end strength decreases in the same time period from 11,940 to 11,550 soldiers. Funding levels for Annual Training, Inactive Duty for Training and Individual Mobilization Augmentee pay and allowances reflect these decreases.

The reality of decreased financial resources has made program prioritization ever more important. The RPA budget request fully funds the Initial Active Duty for Training of non-prior service soldiers programmed to enter the Army Reserve. It also funds, in accordance with historical experience, the Annual Training and Inactive Duty for Training of Troop Program Unit (TPU) soldiers. This funding is the minimum amount necessary to provide the basic individual and collective training opportunities needed to maintain combat readiness. Funding for high priority/statutory programs in this request have been obtained at the expense of the School, Special, and Mobilization training accounts.

Early Retirement, Special Separation Benefits, Special Separation Pay, and Separation Pay are funded in this budget request.

## **SECTION 3**

### **SUMMARY TABLES**



CATEGORY	PERSONNEL IN PAID STATUS	NO. OF DRILLS	A/D DAYS TRAINING	FY94		FY95		FY96		FY97	
				BEGIN	AVERAGE	END	AVERAGE	END	AVERAGE	END	
TPU	PAID DRILL/INDIV TRNG										
	PAY GP A/Q/T - OFF	48	14	42698	41109	39696	37575	35842	35092	33954	33227
	PAY GP A/Q/T - EN	48	14	193689	184830	184071	171217	170394	161634	151920	148838
	SUBTOTAL PAY GP A/Q/T			236387	225939	223767	208792	206236	196726	183874	182065
	PAY GP F - ENL	--	110	7799	6046	5829	6430	6141	6459	7094	7498
	PAY GP P - ENL - PAY	1 - 36	-	6009	5337	4709	5376	4683	7078	6863	5887
	SUBTOTAL PG F/P			13808	11383	10538	11806	10824	13537	13957	13385
INLA	PAY GP B - OFF	0 - 24	13	10155	9731	10039	9580	9738	8988	7119	6000
	PAY GP B - EN	0 - 24	13	2913	2534	2970	3073	3262	2762	2131	2000
	SUBTOTAL PAY GP B			13068	12265	13009	12653	13000	11750	9250	8000
	TOTAL DRILL/INDIV TNG			263263	249587	247314	233251	230060	222013	209081	203450
AGR	FULL-TIME ACTIVE DUTY										
	OFFICERS			3437	3284	3272	3188	3251	3188	3146	3118
	ENLISTED			9200	9076	9270	8876	8689	8569	8441	8432
	TOTAL			12637	12360	12542	12064	11940	11757	11587	11550
SELRES	SELECTED RESERVE										
	OFFICERS			56290	54124	53007	50343	48831	47268	44219	42345
	ENLISTED			219610	207823	206849	194972	193169	186502	176449	172655
	TOTAL			275900	261947	259856	245315	242000	233770	220668	215000
IRR	INDIVIDUAL READY RESERVE										
	OFFICERS			67535	58664	67549	72218	76887	78845	80756	82667
	ENLISTED			370501	327990	344686	347543	350400	350252	344608	338965
	TOTAL			438036	386654	412235	419761	427287	429096	425364	421632

FOOTNOTES:  
1. FY94 DATA DISPLAYS END OF YEAR NUMBERS.  
2. AGR OFFICER ENLISTED END STRENGTH NUMBERS HAVE BEEN ADJUSTED FOR FY95-01 TO REFLECT A 17% OFFICER A 73% ENLISTED SPLIT PER GUIDANCE FROM CHIEF, ARM

**RESERVE PERSONNEL, ARMY**  
**RESERVE COMPONENT PERSONNEL ON TOURS OF ACTIVE DUTY**  
**STRENGTH BY GRADE**

	FY94 AVERAGE	END	FY95 AVERAGE	END	FY96 AVERAGE	END	FY97 AVERAGE	END
<b>COMMISSIONED OFFICERS</b>								
08 MAJOR GENERAL	3	3	3	3	3	3	3	3
07 BRIGADIER GENERAL	3	3	3	3	3	3	3	3
06 COLONEL	141	140	143	150	144	142	143	142
05 LIEUTENANT COLONEL	697	687	684	683	667	656	660	654
04 MAJOR	1147	1111	1095	1126	1102	1079	1079	1076
03 CAPTAIN	632	706	703	704	692	680	687	679
02 FIRST LIEUTENANT	98	82	63	62	60	58	60	58
01 SECOND LIEUTENANT	10	8	9	10	10	10	11	10
<b>TOTAL COMMISSIONED OFFICERS</b>	<b>2731</b>	<b>2734</b>	<b>2703</b>	<b>2735</b>	<b>2681</b>	<b>2625</b>	<b>2646</b>	<b>2619</b>
<b>WARRANT OFFICERS</b>								
W5 CHIEF WARRANT OFFICER	14	28	26	26	26	25	25	25
W4 CHIEF WARRANT OFFICER	172	164	165	200	195	195	195	195
W3 CHIEF WARRANT OFFICER	225	220	185	182	179	175	175	174
W2 CHIEF WARRANT OFFICER	124	116	99	98	97	95	95	95
W1 WARRANT OFFICER	18	10	10	10	10	10	10	10
<b>TOTAL WARRANT OFFICERS</b>	<b>553</b>	<b>538</b>	<b>485</b>	<b>516</b>	<b>507</b>	<b>500</b>	<b>500</b>	<b>499</b>
<b>TOTAL OFFICER PERSONNEL</b>	<b>3284</b>	<b>3272</b>	<b>3188</b>	<b>3251</b>	<b>3188</b>	<b>3125</b>	<b>3146</b>	<b>3118</b>
<b>ENLISTED</b>								
E9 SERGEANT MAJOR	119	128	133	134	136	134	134	134
E8 MASTER SERGEANT	855	850	804	784	773	761	760	759
E7 SERGEANT FIRST CLASS	3469	3545	3559	3562	3519	3465	3461	3458
E6 STAFF SERGEANT	2251	2353	2295	2266	2214	2197	2195	2192
E5 SERGEANT	2048	2053	1824	1733	1717	1690	1688	1686
E4 CORPORAL	327	336	259	210	210	203	203	203
E3 PRIVATE FIRST CLASS	4	3	1	0	0	0	0	0
E2 PRIVATE	2	0	0	0	0	0	0	0
E1 PRIVATE	1	2	1	0	0	0	0	0
<b>TOTAL ENLISTED PERSONNEL</b>	<b>9076</b>	<b>9270</b>	<b>8876</b>	<b>8689</b>	<b>8569</b>	<b>8450</b>	<b>8441</b>	<b>8432</b>
<b>TOTAL PERSONNEL ON AD</b>	<b>12360</b>	<b>12542</b>	<b>12064</b>	<b>11940</b>	<b>11757</b>	<b>11575</b>	<b>11587</b>	<b>11550</b>

NOTE: The generals listed are not included in end strength totals because they are not AGR. Since they are paid by RPA dollars, they are included in average strength totals.

# USAR FY94 STRENGTH PLAN

MONTH	OFFICER	PAY GROUP		TOTAL	PAY	GROUP F	PAY	GROUP P	TOTAL	GROUP B (IMA)	FULL TIME ACTIVE DUTY	SELECTED RESERVE
		A/Q/T	ENLISTED									
SEP	42698		193689	236387	7799		6009		250195	13068	12637	275900
OCT	42463		191337	233800	8170		5487		247457	12661	12536	272654
NOV	42192		189737	231929	7649		5238		244816	12436	12348	269600
DEC	41662		188651	230313	5598		6224		242135	12304	12337	266776
JAN	41161		185177	226338	6514		6103		238955	12266	12360	263581
FEB	41086		185033	226119	5694		6273		238086	12193	12414	262693
MAR	40819		182487	223306	5409		6462		235177	12087	12358	259622
APR	40796		180424	221220	4726		6792		232738	11842	12258	256838
MAY	40743		180691	221434	4189		5680		231303	11800	12322	255425
JUN	40719		181129	221848	5390		2640		229878	11822	12414	254114
JUL	40443		179993	220436	6252		3818		230506	12247	12102	254855
AUG	40021		184423	224444	6141		3965		234550	12484	12280	259314
SEP	39696		184071	223767	5829		4709		234305	13009	12542	259856
AVERAGE	41,109		184,830	225,939	6,046		5,337		237,321	12,265	12,360	261,947

# USAR FY95 STRENGTH PLAN

MONTH	OFFICER	PAY GROUP A/Q/T ENLISTED	TOTAL	PAY GROUP F	PAY GROUP P	TOTAL DRILL	GROUP B (IMA)	FULL TIME ACTIVE DUTY	SELECTED RESERVE
SEP	39696	184071	223767	5829	4709	234305	13009	12542	259856
OCT	38840	178485	217325	5719	5240	228285	12595	12165	253045
NOV	38378	177142	215520	5260	6056	226837	12424	12163	251424
DEC	38684	175954	214638	4899	5663	225200	12367	12123	249690
JAN	38202	173503	211705	5846	5494	223045	12652	12083	247780
FEB	37901	171594	209495	5907	5894	221296	12538	12056	245890
MAR	37567	169121	206688	6484	6152	219324	12426	12034	243784
APR	37289	167440	204729	6039	7033	217801	12537	12013	242351
MAY	37062	166602	203664	5554	7089	216307	12650	11995	240952
JUN	36740	165772	202512	8217	3585	214314	12764	11978	239056
JUL	36391	163651	200042	9475	3799	213316	12879	11966	238161
AUG	36075	168108	204183	7776	3810	215769	12995	11950	240714
SEP	35842	170394	206236	6141	4683	217060	13000	11940	242000
AVERAGE	37,575	171,217	208,792	6,430	5,376	220,598	12,653	12,064	245,315

# USAR FY96 STRENGTH PLAN

MONTH	OFFICER	PAY GROUP		TOTAL	PAY GROUP F	PAY GROUP P	TOTAL DRILL	GROUP B (IMA)	FULL TIME ACTIVE DUTY	SELECTED RESERVE
		A/Q/T	ENLISTED							
SEP	35842		170394	206236	6141	4683	217060	13000	11940	242000
OCT	35347		168446	203793	5789	4576	214158	12792	11910	238860
NOV	35238		167395	202633	6344	4877	213854	12583	11879	238316
DEC	35443		165431	200874	6060	5581	212515	12375	11849	236739
JAN	35159		163405	198564	6638	6000	211202	12167	11818	235187
FEB	35107		162143	197250	6154	7040	210444	11958	11788	234190
MAR	35048		160548	195596	6086	8001	209683	11750	11757	233190
APR	34999		159206	194205	5445	9566	209216	11542	11727	232485
MAY	35003		158717	193720	4844	10234	208798	11333	11697	231828
JUN	34863		157976	192839	6086	8509	207434	11125	11667	230226
JUL	34791		155490	190281	7730	7980	205991	10917	11636	228544
AUG	34771		156906	191677	8808	6874	207359	10708	11606	229673
SEP	34822		157497	192319	8903	6703	207925	10500	11575	230000
AVERAGE	35,092		161,634	196,726	6,459	7,078	210,263	11,750	11,757	233,770

# USAR FY97 STRENGTH PLAN

MONTH	OFFICER	PAY GROUP A/Q/T ENLISTED	TOTAL	PAY GROUP F	PAY GROUP P	TOTAL DRILL	GROUP B (IMA)	FULL TIME ACTIVE DUTY	SELECTED RESERVE
SEP	34822	157497	192319	8903	6703	207925	10500	11575	230000
OCT	34386	155859	190245	8711	6050	205006	10292	11573	226871
NOV	34273	155921	190194	8641	5628	204463	10083	11607	226153
DEC	34420	155164	189584	7463	5913	202960	9875	11597	224432
JAN	34157	153663	187820	7653	6021	201494	9667	11595	222756
FEB	34092	152913	187005	6768	6721	200494	9458	11593	221545
MAR	34018	151691	185709	6450	7300	199459	9250	11591	220300
APR	33890	150334	184224	5697	8670	198591	9042	11589	219222
MAY	33805	149880	183685	4896	9199	197780	8833	11587	218200
JUN	33622	149168	182790	5904	7511	196205	8625	11584	216414
JUL	33450	146899	180349	7130	7022	194501	8417	11583	214501
AUG	33308	148377	181685	7611	6024	195320	8208	11580	215108
SEP	33227	148838	182065	7498	5887	195450	8000	11550	215000
AVERAGE	33,954	151,920	185,874	7,094	6,863	199,831	9,250	11,587	220,668

**SCHEDULE OF GAINS AND LOSSES TO PAID SELECTED RESERVE STRENGTH  
RESERVE PERSONNEL, ARMY - OFFICER**

	FY 94	FY 95	FY 96	FY 97
BEGINNING STRENGTH	56,290	53,007	48,831	46,185
GAINS:				
NON-PRIOR SERVICE PERSONNEL				
MALE	129	203	265	208
FEMALE	92	145	189	148
TOTAL NON-PRIOR SERVICE PERSONNEL	221	348	454	356
PRIOR SERVICE PERSONNEL				
CIVILIAN LIFE	99	156	203	160
ACTIVE COMPONENT	206	325	423	332
ENLISTED COMMISSIONING PROGRAMS	178	281	365	287
OTHER RESERVE STATUS/COMPONENT	2,558	4,035	5,253	4,124
ALL OTHER	322	508	661	519
TOTAL PRIOR SERVICE PERSONNEL	3,363	5,305	6,905	5,422
PAY GROUP B (IMA)	2,704	2,436	816	77
FULL-TIME ACTIVE DUTY	248	270	248	248
TOTAL GAINS	6,536	8,359	8,423	6,103
LOSSES:				
CIVILIAN LIFE	(156)	(225)	(198)	(175)
ACTIVE COMPONENT	(98)	(141)	(125)	(110)
RETIRED RESERVES	(780)	(1,126)	(992)	(873)
OTHER RESERVE STATUS/COMPONENT	(4,856)	(7,010)	(6,178)	(5,436)
ALL OTHER	(696)	(1,005)	(886)	(779)
SUB TOTAL	(6,586)	(9,507)	(8,379)	(7,373)
PAY GROUP B (IMA)	(2,820)	(2,737)	(2,316)	(2,315)
FULL-TIME ACTIVE DUTY	(413)	(291)	(374)	(255)
TOTAL LOSSES	(9,819)	(12,535)	(11,069)	(9,943)
END STRENGTH	53,007	48,831	46,185	42,345

**SCHEDULE OF GAINS AND LOSSES TO PAID SELECTED RESERVE STRENGTH  
RESERVE PERSONNEL, ARMY - ENLISTED**

	FY 94	FY 95	FY 96	FY 97
BEGINNING STRENGTH	219,610	206,849	193,169	183,815
GAINS:				
-----				
NON-PRIOR SERVICE PERSONNEL				
MALE	13,227	13,738	17,001	14,915
FEMALE	5,468	6,013	5,477	5,477
TOTAL NON-PRIOR SERVICE PERSONNEL	18,695	19,751	22,478	20,392
PRIOR SERVICE PERSONNEL				
CIVILIAN LIFE	11,402	4,116	4,495	4,080
ACTIVE COMPONENT	3,148	5,969	6,519	5,917
REENLISTMENTS/EXTENSIONS	21,108	19,656	18,775	17,595
OTHER RESERVE STATUS/COMPONENT	14,842	19,469	21,255	19,292
ALL OTHER	1,170	1,328	1,450	1,316
TOTAL PRIOR SERVICE PERSONNEL	51,670	50,538	52,494	48,200
PAY GROUP B (IMA)	1,281	1,636	354	670
FULL-TIME ACTIVE DUTY	855	225	779	778
TOTAL GAINS	72,501	72,150	76,105	70,040
LOSSES:				
-----				
EXPIRATION OF SELECTED RESERVE SERVICE	(5,049)	(7,288)	(4,568)	(3,447)
ACTIVE COMPONENT	(5,951)	(5,912)	(6,244)	(6,090)
TO OFFICER STATUS	(169)	(168)	(177)	(173)
RETIRED RESERVES	(1,368)	(1,359)	(1,435)	(1,400)
REENLISTMENTS/EXTENSIONS	(21,108)	(19,656)	(18,775)	(17,595)
OTHER RESERVE STATUS/COMPONENT	(38,790)	(38,550)	(40,538)	(39,697)
ALL OTHER	(10,818)	(10,747)	(11,350)	(11,070)
SUB TOTAL	(83,253)	(83,680)	(83,087)	(79,472)
PAY GROUP B (IMA)	(1,224)	(1,344)	(1,354)	(932)
FULL-TIME ACTIVE DUTY	(785)	(806)	(1,018)	(796)
TOTAL LOSSES	(85,262)	(85,830)	(85,459)	(81,200)
END STRENGTH	206,849	193,169	183,815	172,655



ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS  
RESERVE PERSONNEL, ARMY  
FY 1995

(DOLLARS IN THOUSANDS)

	FY 1995 FY95 PRES Budget	Congres- sional Action	Appropri- ation	Internal Realign/ Reprogram	Sub- total	Pay Increase Cost	Other Price/ Program Increase	FY 95 Column in FY 96/97 PRES Budget
<b>Unit and Individual Training:</b>								
<b>Pay Group A:</b>								
Active Duty Training	208,547	1,290	209,837	-4,516	205,321	1,525	0	206,846
Inactive Duty Training	619,807	3,159	622,966	-2,847	620,119	4,576	0	624,695
(Unit Training Assemblies)	(609,915)	(3,159)	(613,074)	(-927)	(612,147)	(4,517)	(0)	(616,664)
(Flight Training)	(2,272)	(0)	(2,272)	(1,095)	(3,367)	(25)	(0)	(3,392)
(Airborne Unit Training)	(7,621)	(0)	(7,621)	(-7,621)	(0)	(0)	(0)	(0)
(Training Preparation)	(0)	(0)	(0)	(4,605)	(4,605)	(34)	(0)	(4,639)
Clothing	8,269	0	8,269	10,920	19,189	0	0	19,189
Subsistence	22,623	0	22,623	10,111	32,734	0	0	32,734
Travel	44,101	0	44,101	-10,406	33,695	0	0	33,695
Total Direct Obligation	903,347	4,449	907,796	3,262	911,058	6,101	0	917,159
<b>Pay Group F:</b>								
Pay and Allowances	90,189	141	90,330	-2,449	87,881	280	0	88,161
Clothing	21,247	0	21,247	-4,846	16,401	0	0	16,401
Subsistence	11,512	0	11,512	-324	11,188	0	0	11,188
Travel	5,202	0	5,202	1,491	6,693	0	0	6,693
Total Direct Obligation	128,150	141	128,291	-6,128	122,163	280	0	122,443
<b>Pay Group P:</b>								
Inactive Duty Training	4,313	19	4,332	-225	4,107	125	0	4,232
Subsistence	145	0	145	109	254	0	0	254
Total Direct Obligation	4,458	19	4,477	-116	4,361	125	0	4,486
<b>Pay Group B:</b>								
Annual Training	21,013	491	21,504	-1,601	19,904	-372	0	20,022
Inactive Duty Training	2,434	0	2,434	-119	2,315	0	0	2,315
Subsistence	10	0	10	-1	9	0	0	9
Travel	9,961	0	9,961	-144	9,817	0	0	9,817
Total Direct Obligation	33,418	491	33,909	-1,865	32,044	-372	0	32,163
Total Unit and Individual Training:	1,069,373	5,100	1,074,473	-4,847	1,069,626	6,625	0	1,076,251

ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS  
RESERVE PERSONNEL, ARMY  
FY 1995

(DOLLARS IN THOUSANDS)								
	FY 1995 FY95 PRES Budget	Congres- sional Action	Appropri- ation	Internal Realign/ Reprogram	Sub- total	Pay Increase Cost	Other Price/ Program Increase	FY 95 Column in FY 96/97 PRES Budget
Administration and Support:								
Active Duty	655,087	0	655,087	-2,948	652,139	4,315	0	656,454
Subsistence	180	0	180	0	180	0	0	180
Ind Uniform Gratuities	12	0	12	2	14	0	0	14
CONUS COLA	0	0	0	0	0	0	0	0
Travel	9,950	0	9,950	11,345	21,295	0	0	21,295
Child Adoption Expenses	0	0	0	50	50	0	0	50
Separation Benefits	65,912	-18,000	47,912	8,400	56,312	0	0	56,312
Death Gratuities	169	0	169	0	169	0	0	169
Disability/Hospitalization	3,626	0	3,626	1,034	4,660	0	0	4,660
Reserve Incentives	47,382	0	47,382	0	47,382	0	0	47,382
Total Direct Obligation	782,318	-18,000	764,318	17,883	782,201	4,315	0	786,516
Education Benefits:								
Amortization Payment	18,350	0	18,350	-18,350	0	0	0	0
Off/Enl Total	0	0	0	14,524	14,524	0	0	14,524
Reenlistment	0	0	0	4,826	4,826	0	0	4,826
Total Direct Obligation	18,350	0	18,350	1,000	19,350	0	0	19,350
Senior ROTC:								
Non-Scholarship Program								
Subsistence	4,361	0	4,361	-174	4,187	0	0	4,187
Travel	5,166	0	5,166	-621	4,545	0	0	4,545
Uniforms Issue In Kind	3,650	0	3,650	-1,089	2,561	0	0	2,561
Uniforms (Commutation)	1,550	0	1,550	256	1,806	0	0	1,806
Summer Camp Training	5,734	0	5,734	471	6,205	-31	0	6,174
Total Direct Obligation	20,461	0	20,461	-1,157	19,304	-31	0	19,273
Scholarship Program								
Subsistence	8,181	0	8,181	1,119	9,300	0	0	9,300
Travel	3,319	0	3,319	-575	2,744	0	0	2,744
Uniforms Issue In Kind	371	0	371	500	871	0	0	871
Uniforms (Commutation)	575	0	575	37	612	0	0	612
Summer Camp Training	2,984	0	2,984	215	3,199	-65	0	3,134
Total Direct Obligation	15,430	0	15,430	1,296	16,726	-65	0	16,661

ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS  
RESERVE PERSONNEL, ARMY  
FY 1995

(DOLLARS IN THOUSANDS)

	FY 1995 FY95 PRES Budget	Congres- sional Action	Appropri- ation	Internal Realign/ Reprogram	Sub- total	Pay Increase Cost	Other Price/ Program Increase	FY 95 Column in FY 96/97 PRES Budget
<b>Other Training and Support:</b>								
<b>Mobilization/IMA Training:</b>								
*Operational TRNG(see note below)	10,686	0	10,686	-7,446	3,240	25	0	3,265
Exercises	3,215	0	3,215	-587	2,628	21	0	2,649
*Service Mission Support (see note)	2,919	0	2,919	3,266	6,185	48	0	6,233
*Career Development (see note)	3,940	0	3,940	1,008	4,948	39	0	4,987
*Management Support (see note)	9,814	0	9,814	-8,478	1,335	11	0	1,346
IRR Screening	2,881	0	2,881	-1,384	1,497	12	0	1,509
Competitive Events	963	0	963	58	1,021	8	0	1,029
Total Direct Obligation	34,418	0	34,418	-13,563	20,855	164	0	21,019
<b>School Training:</b>								
Career Development TRG	48,325	0	48,325	-3,933	44,392	85	0	44,477
Initial Skill Acquisition	29,690	0	29,690	-4,353	25,337	49	0	25,386
Officer Candidate School	37	0	37	362	399	1	0	400
Prior Service Training	3,646	0	3,646	-2,989	657	1	0	658
Refresher Training	11,217	0	11,217	-1,586	9,631	19	0	9,650
Undergraduate Pilot TRG	308	0	308	-130	178	0	0	178
Total Direct Obligation	93,223	0	93,223	-12,629	80,594	155	0	80,749
<b>Special Training:</b>								
Command/Staff Support	6,416	0	6,416	-991	5,425	48	0	5,473
Competitive Events	798	0	798	234	1,023	9	0	1,032
Exercises	11,495	0	11,495	2,400	13,895	123	0	14,018
Management Support	19,397	0	19,397	8,587	27,984	248	0	28,232
Operational Training	22,486	0	22,486	-2,823	19,663	176	0	20,039
Recruiting	324	0	324	336	660	6	0	666
Service/Mission Support	11,446	0	11,446	-5,635	5,811	52	0	5,863
Retention	466	0	466	753	1,219	11	0	1,230
Environmental Compliance	1,199	0	1,199	-553	646	6	0	652
Total Direct Obligation	74,027	0	74,027	2,499	76,526	697	0	77,205

\* NOTE: Due to an update of AR 37-100-95 the following changes are noted for the Mobilization Program from the FY95 President's Budget:  
 was "AT Site Support" now reads "Operational Training"  
 was "IRR Mission Support" now reads "Service Mission/Mission Support"  
 was "Professional Development" now reads "Career Development"  
 was "Readiness Training" now reads "Management Support"  
 all other sub-programs remain named the same in this budget.

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS  
RESERVE PERSONNEL, ARMY  
FY 1995**

	FY 1995 FY95 PRES Budget	Congress- sional Action	Appropri- ation	Internal Realign/ Reprogram	Sub- total	Pay Increase Cost	Other Price/Y 1995 Column Program in FY 96/97 Increase PRES Budget
<b>BOBC Reserve Components:</b>							
Active Duty Training	19,900	0	19,900	-1,119	18,781	134	0
Uniform Allowances	307	0	307	142	449	0	0
Travel	8,697	0	8,697	-1,020	7,677	0	0
Total Direct Obligation	28,904	0	28,904	-1,998	26,906	134	0
<b>Health Profession Scholarship Program:</b>							
Pay and Allowances	4,849	0	4,849	187	5,036	43	0
Initial Clothing Allowance	69	0	69	3	72	0	0
Additional Clothing Allowance	0	0	0	36	36	0	0
HPSP Stipend	10,900	0	10,900	-345	10,555	0	0
Travel	2,300	0	2,300	115	2,415	0	0
FAP Pay and Allowances	68	0	68	2	70	0	0
FAP Stipend	541	0	541	22	563	0	0
FAP Travel	33	0	33	-33	0	0	0
Total Direct Obligation	18760	0	18,760	-13	18,747	43	0
<b>Junior ROTC:</b>							
Uniforms, Issue-In-Kind	16,522	0	16,522	-595	15,927	0	0
Subsistence	55	0	55	377	432	0	0
Transportation/Billeting	237	0	237	218	455	0	0
Total Direct Obligations	16,814	0	16,814	-0	16,814	0	0
<b>Chaplain Candidate Program</b>							
Pay and Allowances	1,625	0	1,625	-332	1,293	1	0
Uniform Allowance	38	0	38	-20	18	0	0
Travel	779	0	779	-139	640	0	0
Total Direct Obligation	2,442	0	2,442	-491	1,951	1	0
Totals:							
Other Training & Support	1,105,147	-18,000	1,087,147	-7,172	1,079,975	5,395	0
Total Direct Program	2,174,520	-12,900	2,161,620	-6,920	2,154,700	12,020	0

RESERVE PERSONNEL, ARMY  
SUMMARY OF ENTITLEMENTS BY ACTIVITY AND SUB-ACTIVITY  
(DOLLARS IN THOUSANDS)

	FY 1994 (Actual)		FY 1995 (Estimate)		FY 1996 (Estimate)	
	Officer	Enlisted	Officer	Enlisted	Officer	Enlisted
Unit and Individual Training:						
Pay Group A:						
Active Duty Training	82,822	137,642	72,839	134,007	72,565	137,006
Inactive Duty Training	244,966	411,440	228,338	396,357	221,262	392,692
(Unit Training Assemblies)	(238,575)	(407,690)	(224,041)	(392,623)	(217,381)	(386,660)
(Flight Training)	(2,609)	(463)	(2,817)	(575)	(1,742)	(585)
(Training Preparation)	(3,782)	(3,288)	(1,480)	(3,159)	(2,139)	(5,447)
Clothing	238	17,187	1,517	17,672	1,114	19,241
Subsistence		34,981		32,734		32,511
Travel	17,165	26,436	13,978	19,717	10,853	18,419
Total Direct Obligation	345,190	627,688	316,672	600,486	305,793	599,869
Pay Group F:						
Pay and Allowances		73,231		88,161		90,020
Clothing		14,323		16,401		17,224
Subsistence		10,420		11,188		11,473
Travel		7,547		6,693		6,941
Total Direct Obligation		105,522		122,443		125,659
Pay Group P:						
Inactive Duty Training		9,494		4,232		3,249
Subsistence		1,076		254		198
Total Direct Obligation		10,570		4,486		3,447
Pay Group B:						
Annual Training	16,700	2,075	16,885	3,137	15,959	2,706
Inactive Duty Training	4,061	386	2,134	182	2,331	195
Subsistence		19		9		10
Travel	7,473	1,582	7,453	2,364	6,987	2,025
Total Direct Obligation	28,234	4,062	26,472	5,691	25,277	4,936
Total Unit and Individual Training:	373,424	747,842	343,144	733,106	331,070	733,910
		1,121,266		1,076,251		1,064,981

RESERVE PERSONNEL, ARMY  
SUMMARY OF ENTITLEMENTS BY ACTIVITY AND SUB-ACTIVITY

(DOLLARS IN THOUSANDS)

	FY 1997 (Estimate)		
	Officer	Enlisted	Total
	-----	-----	-----
Unit and Individual Training:			
Pay Group A:			
Active Duty Training	75,044	136,042	211,087
Inactive Duty Training	218,419	378,496	596,915
(Unit Training Assemblies)	(214,799 )	(372,398 )	(587,196 )
(Flight Training)	(1,252 )	(157 )	(1,410 )
(Training Preparation)	(2,368 )	(5,941 )	(8,309 )
Clothing	1,124	17,959	19,083
Subsistence		31,219	31,219
Travel	10,890	18,309	29,199
Total Direct Obligation	305,478	582,025	887,503
Pay Group F:			
Pay and Allowances		100,965	100,965
Clothing		18,477	18,477
Subsistence		13,019	13,019
Travel		7,706	7,706
Total Direct Obligation		140,168	140,168
Pay Group P:			
Inactive Duty Training		3,075	3,075
Subsistence		189	189
Total Direct Obligation		3,264	3,264
Pay Group B:			
Annual Training	9,042	1,503	10,545
Inactive Duty Training	1,513	114	1,627
Subsistence		6	6
Travel	3,906	1,112	5,018
Total Direct Obligation	14,461	2,735	17,196
Total Unit and Individual Training:	319,939	728,191	1,048,131

RESERVE PERSONNEL, ARMY  
SUMMARY OF ENTITLEMENTS BY ACTIVITY AND SUB-ACTIVITY  
(DOLLARS IN THOUSANDS)

	FY 1994 (Actual)		FY 1995 (Estimate)		FY 1996 (Estimate)	
	Officer	Enlisted	Officer	Enlisted	Officer	Enlisted
<b>Administration and Support:</b>						
Active Duty	255,104	385,798	258,100	398,354	256,023	377,852
Subsistence of Enlisted		176		180		186
Individual Uniform Gratuities		14		14		15
CONUS COLA						81
Travel	6,519	12,675	7,189	14,105	19	62
Child Adoption Expenses	25	25	25	25	5,217	10,489
Separations	16,622	21,030	20,834	35,478	25	25
Death Gratuities	25	52	72	97	32,201	65,299
Disability / Hospitalization	1,300	3,300	1,309	3,351	91	116
Reserve Incentives		55,125		47,382	1,065	2,702
Total Direct Obligation	279,595	478,193	287,529	498,987	294,641	503,579
<b>Education Benefits:</b>						
Amortization Payment						
Off/Enl Total	3	9,814	7	14,517		4,387
Reenl/Extension		426		4,826	65	20,464
Total Direct Obligation	3	10,240	7	19,343	65	20,493
<b>Senior ROTC:</b>						
<b>Non-Scholarship Program</b>						
Subsistence	2,781	2,781	4,187	4,187	6,164	6,164
Travel	5,357	5,357	4,545	4,545	4,162	4,162
Uniforms Issue In Kind	3,795	3,795	2,561	2,561	1,900	1,900
Uniforms Commutation in Lieu	1,196	1,196	1,806	1,806	2,024	2,024
Summer Camp Training	4,754	4,754	6,174	6,174	6,405	6,405
Total Direct Obligation	17,883	17,883	19,273	19,273	20,656	20,656
<b>Scholarship Program</b>						
Subsistence	7,338	7,338	9,300	9,300	14,887	14,887
Travel	3,367	3,367	2,744	2,744	2,726	2,726
Uniforms Issue In Kind	914	914	871	871	761	761
Uniforms Commutation in Lieu	488	488	612	612	602	602
Summer Camp Training	3,615	3,615	3,134	3,134	3,468	3,468
Total Direct Obligation	15,722	15,722	16,661	16,661	22,444	22,444

RESERVE PERSONNEL, ARMY  
SUMMARY OF ENTITLEMENTS BY ACTIVITY AND SUB-ACTIVITY

(DOLLARS IN THOUSANDS)

	FY 1997 (Estimate) Officer	Enlisted	Total
	-----	-----	-----
Administration and Support:			
Active Duty	256,111	376,938	633,049
Subsistence of Enlisted			
Personnel		191	191
Individual Uniform Gratuities		15	15
CONUS COLA	22	59	81
Travel	5,336	10,013	15,349
Child Adoption Expenses	25	25	50
Separations	14,147	31,453	45,600
Death Gratuities	95	110	205
Disability / Hospitalization	1,096	2,784	3,880
Reserve Incentives		49,439	49,439
Total Direct Obligation	276,832	471,028	747,860
Education Benefits:			
Amortization Payment		4,387	4,387
Off/Enl Total	65	20,464	20,528
Reenl/Extension		6,493	6,493
Total Direct Obligation	65	31,345	31,409
Senior ROTC:			
Non-Scholarship Program			
Subsistence	6,428		6,428
Travel	4,191		4,191
Uniforms Issue In Lieu	2,540		2,540
Uniforms Commutation in Lieu	1,977		1,977
Summer Camp Training	7,116		7,116
Total Direct Obligation	22,253		22,253
Scholarship Program			
Subsistence	15,862		15,862
Travel	2,881		2,881
Uniforms Issue In Lieu	698		698
Uniforms Commutation in Lieu	595		595
Summer Camp Training	4,072		4,072
Total Direct Obligation	24,107		24,107



**RESERVE PERSONNEL. ARMY.**

(DOLLARS IN THOUSANDS)

	FY 1994 (Actual)		FY 1995 (Estimate)		FY 1996 (Estimate)	
	Officer	Enlisted	Officer	Enlisted	Officer	Enlisted
Other Training and Support:						
Mobilization/IMA Training:						
Operational Training	873	1,301	2,174	377	2,888	2,048
Exercises	1,301	492	1,793	465	2,184	0
Service Mission/Mission Support	4,259	722	4,981	1,419	4,813	328
Career Development	6,847	671	7,518	2,901	2,086	288
Management Support	1,887	3,459	5,346	1,318	1,028	296
IRR Screening	280	1,048	1,328	308	1,201	0
Competitive Events	383	453	836	73	956	0
Total Direct Obligation	15,831	8,145	23,976	5,862	15,157	3,481
School Training:						
Career Development Training	21,822	12,762	34,584	27,598	16,879	13,588
Initial Skill Acquisition	2,620	16,602	19,221	3,464	21,922	17,641
Officer Candidate School	0	26	26	0	400	455
Prior Service Training	0	500	500	0	658	528
Refresher Training	4,210	3,053	7,263	5,567	4,083	3,286
Undergraduate Pilot Training	126	7	132	169	9	7
Total Direct Obligation	28,778	32,948	61,726	36,798	43,951	35,506
Special Training:						
Command/Staff Support	3,671	1,508	5,178	3,880	1,593	995
Competitive Events	432	545	977	456	576	360
Exercises	8,480	4,782	13,262	8,964	5,054	3,159
Management Support	13,912	12,976	26,888	14,374	13,858	8,661
Operational Training	10,470	8,491	18,961	11,066	8,973	5,607
Recruiting	81	550	631	85	581	364
Service / Mission Support	2,589	2,958	5,547	2,736	3,127	1,954
Retention	299	864	1,163	317	913	1,98
Environmental Compliance	200	135	335	217	435	570
Total Direct Obligation	40,133	32,809	72,942	42,096	35,110	22,108

RESERVE PERSONNEL, ARMY  
SUMMARY OF ENTITLEMENTS BY ACTIVITY AND SUB-ACTIVITY

(DOLLARS IN THOUSANDS)

	FY 1997 (Estimate)	Total
	Officer	Enlisted
<b>Other Training and Support:</b>		
<b>Mobilization/IMA Training:</b>		
Operational Training	1,075	1,495
Exercises	569	0
Service Mission/Mission Support	1,013	493
Career Development	1,164	405
Management Support	665	231
IRR Screening	0	0
Competitive Events	498	528
Total Direct Obligation	4,983	3,152
<b>School Training:</b>		
Career Development Training	18,935	12,278
Initial Skill Acquisition	2,926	14,526
Officer Candidate School	0	464
Prior Service Training	0	555
Refresher Training	4,706	3,452
Undergraduate Pilot Training	143	7
Total Direct Obligation	26,710	31,283
<b>Special Training:</b>		
Command/Staff Support	2,154	884
Competitive Events	253	320
Exercises	4,975	2,606
Management Support	7,611	7,194
Operational Training	5,624	4,492
Recruiting	47	323
Service / Mission Support	1,519	1,735
Retention	176	506
Environmental Compliance	0	437
Total Direct Obligation	22,359	18,498

2,570	31,213	3,038
569	17,453	573
1,506	464	7,581
1,568	555	14,805
896	8,158	10,116
0	150	370
1,026	57,993	3,254
8,135		682
		437
		40,856

RESERVE PERSONNEL, ARMY  
SUMMARY OF ENTITLEMENTS BY ACTIVITY AND SUB-ACTIVITY  
(DOLLARS IN THOUSANDS)

	FY 1994 (Actual)			FY 1995 (Estimate)			FY 1996 (Estimate)		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
<b>BOBC Reserve Components:</b>									
Active Duty Training	20,457		20,457	18,915		18,915	4,338		4,338
Uniform Allowances	497		497	449		449	101		101
Travel	8,464		8,464	7,677		7,677	1,738		1,738
Total Direct Obligation	29,418		29,418	27,040		27,040	6,177		6,177
<b>Health Profession Scholarship Program:</b>									
Pay and Allowances	4,389		4,389	5,079		5,079	5,416		5,416
Initial Clothing Allowance	45		45	72		72	74		74
Additional Clothing Allowance	22		22	36		36	37		37
HPSP Stipend	9,718		9,718	10,555		10,555	11,118		11,118
Travel	1,969		1,969	2,415		2,415	2,635		2,635
FAP Pay and Allowances	69		69	70		70	72		72
FAP Stipend	552		552	563		563	577		577
Total Direct Obligation	16,764		16,764	18,790		18,790	19,928		19,928
<b>Junior ROTC:</b>									
Uniforms, Issue-In-Kind	16,458		16,458	15,927		15,927	12,355		12,355
Subsistence	324		324	432		432	476		476
Transportation and Billeting	633		633	455		455	517		517
Total Direct Obligations	17,415		17,415	16,814		16,814	13,348		13,348
<b>Chaplain's Candidate Program</b>									
Pay and Allowances	1,116		1,116	1,294		1,294	1,571		1,571
Uniform Allowance	19		19	18		18	17		17
Travel	553		553	640		640	784		784
Total Direct Obligation	1,687		1,687	1,952		1,952	2,371		2,371
<b>Totals:</b>									
TOTAL Other Training & Support	463,229	562,336	1,025,565	472,821	612,548	1,085,369	440,367	596,019	1,036,385
TOTAL Direct Program	836,653	1,310,178	2,146,831	815,966	1,345,655	2,161,620	771,437	1,329,929	2,101,366

RESERVE PERSONNEL, ARMY  
SUMMARY OF ENTITLEMENTS BY ACTIVITY AND SUB-ACTIVITY

(DOLLARS IN THOUSANDS)

	Officer -----	FY 1997 (Estimate) Enlisted -----	Total -----
<b>BOBC Reserve Components:</b>			
Active Duty Training	3,727		3,727
Uniform Allowances	85		85
Travel	1,467		1,467
Total Direct Obligation	5,279		5,279
<b>Health Profession Scholarship Program:</b>			
Pay and Allowances	5,315		5,315
Initial Clothing Allowance	75		75
Additional Clothing Allowance	37		37
HPSP Stipend	10,971		10,971
Travel	2,168		2,168
FAP Pay and Allowances	74		74
FAP Stipend	592		592
Total Direct Obligation	19,233		19,233
<b>Junior ROTC:</b>			
Uniforms, Issue-In-Kind	12,285		12,285
Subsistence	476		476
Transportation and Billetin	534		534
Total Direct Obligations	13,295		13,295
<b>Chaplain's Candidate Program</b>			
Pay and Allowances	1,607		1,607
Uniform Allowance	17		17
Travel	787		787
Total Direct Obligation	2,411		2,411
<b>Totals:</b>			
TOTAL Other Training & Support	417,525	555,306	972,831
TOTAL Direct Program	737,465	1,283,497	2,020,962

Reserve Personnel, Army  
Summary of Basic Pay and Retired Pay Accrual Costs  
(Dollars in Thousands)

	FY 1994 (Actual)		FY 1995 (Estimate)		FY 1996 (Estimate)		FY 1997 (Estimate)	
	Basic Pay	Retired Pay	Basic Pay	Retired Pay	Basic Pay	Retired Pay	Basic Pay	Retired Pay
Pay Group A								
Officer	266,377	28,236	245,453	25,773	241,183	23,154	242,542	21,101
Enlisted	426,123	45,169	412,670	43,330	415,617	39,899	407,223	35,428
Subtotal	692,501	73,405	658,123	69,103	656,800	63,053	649,764	56,530
Pay Group F								
Enlisted	60,808	6,446	74,244	7,796	76,392	7,334	86,356	7,513
Pay Group P								
Enlisted	7,325	776	3,275	344	2,537	244	2,424	211
Pay Group B								
Officer	15,497	1,643	14,026	1,473	13,621	1,308	7,940	691
Enlisted	1,755	186	2,317	243	2,045	196	1,149	100
Subtotal	17,252	1,829	16,342	1,716	15,666	1,504	9,089	791
Mobilization/IMA Training								
Officer	8,351	856	3,279	312	2,951	283	2,817	245
Enlisted	4,729	390	7,644	677	1,719	165	1,538	134
Subtotal	13,080	1,246	10,923	988	4,670	448	4,356	379
School Training								
Officer	14,400	1,526	18,493	1,942	14,867	1,427	13,659	1,188
Enlisted	18,209	1,930	24,268	2,548	19,690	1,890	17,372	1,511
Subtotal	32,608	3,456	42,761	4,490	34,557	3,317	31,031	2,700

Reserve Personnel, Army  
Summary of Basic Pay and Retired Pay Accrual Costs

(Dollars in Thousands)

	FY 1994 (Actual)		FY 1995 (Estimate)		FY 1996 (Estimate)		FY 1997 (Estimate)	
	Basic Pay	Retired Pay	Basic Pay	Retired Pay	Basic Pay	Retired Pay	Basic Pay	Retired Pay
Special Training								
Officer	22,582	2,394	23,728	2,491	14,868	1,427	12,794	1,113
Enlisted	17,725	1,879	18,992	1,994	12,022	1,154	10,134	882
Subtotal	40,307	4,272	42,720	4,486	26,890	2,581	22,929	1,995
Administration & Support								
Officer	150,345	54,124	152,817	54,250	153,494	50,499	155,948	47,720
Enlisted	210,178	75,664	216,813	76,969	208,694	68,660	211,651	64,765
Subtotal	360,522	129,788	369,630	131,219	362,188	119,160	367,599	112,485
ROTC / OTHER PROGRAMS								
Senior ROTC - Non Scholarship	2,596	0	3,830	0	4,235	0	4,915	0
Senior ROTC - Scholarship	2,388	0	2,011	0	2,266	0	2,774	0
Branch Officer's Basic Course	15,218	1,613	14,081	1,479	3,251	312	2,813	245
Junior ROTC	0	0	0	0	0	0	0	0
Health Professions Scholarship	3,391	0	3,891	0	4,139	0	4,072	0
Chaplain Candidate Program	786	83	913	96	1,115	107	1,148	100
Subtotal ROTC/OTHER	24,380	1,696	24,725	1,574	15,006	419	15,722	345
Total Direct Program								
Officer	477,551	88,778	457,795	86,240	440,984	78,099	435,700	72,058
Enlisted	746,851	132,440	760,223	133,901	738,716	119,542	737,848	110,544
ROTC/OTHER	24,380	1,696	24,725	1,574	15,006	419	15,722	345
TOTAL	1,248,782	222,915	1,242,744	221,715	1,194,706	198,060	1,189,269	182,947
Reimbursables								
Officer	1,478	157	2,497	262	1,049	101	1,140	99
Enlisted	1,016	108	1,716	180	721	59	784	68
TOTAL	2,495	264	4,212	442	1,770	170	1,924	167
Total Program								
Officer	479,030	88,935	460,292	86,502	442,033	78,199	436,839	72,158
Enlisted	747,868	132,548	761,939	134,081	739,437	119,611	738,631	110,613
ROTC/OTHER	24,380	1,696	24,725	1,574	15,006	419	15,722	345
TOTAL	1,251,277	223,179	1,246,956	222,158	1,196,476	198,230	1,191,193	183,115

The retired pay accrual percentages are as follows:  
 FULL TIME MEMBERS - FY94, 36.0%; FY95, 35.5%; FY96, 32.9%; FY97, 30.6%  
 PART TIME MEMBERS - FY94, 10.6%; FY95, 10.5%; FY96, 9.6%; FY97, 8.7%

Reserve Personnel, Army  
Summary of Basic Allowance for Quarters (BAQ) and Variable Housing Allowance (VHA) Costs

(Dollars in Thousands)

	FY 1994 (Actual)	FY 1995 (Estimate)	FY 1996 (Estimate)	FY 1997 (Estimate)
	BAQ VHA	BAQ VHA	BAQ VHA	BAQ VHA
Pay Group A				
Officers	2,710	2,365	2,379	2,496
Enlisted	6,761	6,584	6,824	6,840
Subtotal	9,471	8,948	9,203	9,336
Pay Group F				
Enlisted	0	0	0	0
Pay Group P				
Enlisted	0	0	0	0
Pay Group B				
Officers	1,540	1,559	1,484	847
Enlisted	186	281	244	137
Subtotal	1,725	1,840	1,728	984
Mobilization/IMA Training				
Officers	852	313	306	295
Enlisted	487	664	210	182
Subtotal	1,339	977	516	476
School Training				
Officers	2,600	3,353	2,711	2,505
Enlisted	2,296	3,054	2,486	2,172
Subtotal	4,897	6,407	5,196	4,677

Reserve Personnel, Army  
Summary of Basic Allowance for Quarters (BAQ) and Variable Housing Allowance (VHA) Costs

(Dollars in Thousands)

	FY 1994 (Actual)	FY 1995 (Estimate)	FY 1996 (Estimate)	FY 1997 (Estimate)	
	BAQ	BAQ	BAQ	BAQ	VHA
Special Training					
Officers	3,925	4,139	2,606	2,249	0
Enlisted	3,085	3,321	2,115	1,783	0
Subtotal	7,010	7,460	4,721	4,032	0
Administration & Support					
Officers	21,198	21,522	6,345	22,179	6,666
Enlisted	38,239	40,300	11,453	38,829	11,182
Subtotal	59,437	61,822	17,798	61,008	17,848
Senior ROTC - Non Scholarship	0	0	0	0	0
Senior ROTC - Scholarship	0	0	0	0	0
Branch Officers Basic Course	1,345	1,244	287	249	0
Junior ROTC	0	0	0	0	0
Health Professions Scholarship	556	672	728	704	0
Chaplain Candidate Program	137	159	193	199	0
Total Direct Program					
Officers	32,824	33,250	6,345	30,571	6,666
Enlisted	51,055	54,204	11,453	49,942	11,182
ROTC/OTHER	2,038	2,076	0	1,152	0
TOTAL	85,917	89,529	17,798	81,665	17,848



Reserve Personnel, Army  
Summary of Travel Costs

(Dollars in Thousands)

	FY 1994 (Actual)	FY 1995 (Estimate)	FY 1996 (Estimate)	FY 1997 (Estimate)
Pay Group A				
Officer	17,165	13,978	10,853	10,890
Enlisted	26,436	19,717	18,419	18,309
Subtotal	43,601	33,695	29,272	29,199
Pay Group F	7,547	6,693	6,941	7,706
Pay Group P	0	0	0	0
Pay Group B				
Officer	7,473	7,453	6,987	3,906
Enlisted	1,582	2,364	2,025	1,112
Subtotal	9,055	9,817	9,012	5,018
Mobilization/IMA Training				
Officer	4,332	1,430	1,183	1,141
Enlisted	1,467	4,379	923	886
Subtotal	5,799	5,809	2,106	2,027
School Training				
Officer	8,421	10,660	8,465	7,621
Enlisted	6,185	8,302	6,736	6,089
Subtotal	14,606	18,962	15,201	13,710

Reserve Personnel, Army  
Summary of Travel Costs

(Dollars in Thousands)

	FY 1994 (Actual)	FY 1995 (Estimate)	FY 1996 (Estimate)	FY 1997 (Estimate)
Special Training				
Officer	8,624	8,994	5,523	4,720
Enlisted	6,437	6,843	4,301	3,574
Subtotal	15,061	15,837	9,824	8,294
Administration & Support				
Officer	6,519	7,189	5,217	5,336
Enlisted	12,675	14,105	10,489	10,013
Subtotal	19,194	21,295	15,706	15,349
ROTC and Other Programs:				
Senior ROTC - Non Scholarship	5,357	4,545	4,162	4,191
Senior ROTC - Scholarship	3,367	2,744	2,726	2,881
Branch Officers Basic Course	8,464	7,677	1,738	1,467
Junior ROTC	633	455	517	534
Health Professions Scholarship	1,969	2,415	2,635	2,168
Chaplain's Candidate Program	553	640	784	787
Subtotal ROTC/other programs	20,342	18,476	12,562	12,028
Total Travel				
Officer	52,534	49,705	38,227	33,614
Enlisted	62,329	62,402	49,835	47,689
ROTC	20,342	18,476	12,562	12,028
TOTAL	135,205	130,583	100,624	93,332

RESERVE PERSONNEL, ARMY  
SCHEDULE OF INCREASES AND DECREASES  
(Dollars In Thousands)

FY 1995 DIRECT PROGRAM

2,161,620

Increases:

Pricing Increases:

FY 1995 Military Personnel Pay Annualization (2.6% pay raise) effective 1 January 1995.

Pay Group A	5,106
Pay Group B	140
Pay Group F	566
Pay Group P	25
Administration and Support	3,975
Mobilization Training	93
School Training	398
Special Training	396
SR. ROTC - Non Scholarship	27
SR. ROTC - Scholarship	14
Health Professions Scholarship Program	33
Branch Officers Basic Course	146
Chaplain Candidate Program	10
Total	10,929

FY 1996 Military Personnel Pay (2.4% pay raise/3.4% BAQ) effective 1 January 1996.

Pay Group A	14,140
Pay Group B	388
Pay Group F	1,567
Pay Group P	69
Administration and Support	11,007
Mobilization Training	257
School Training	1,101
Special Training	1,097
SR. ROTC - Non Scholarship	74
SR. ROTC - Scholarship	39
Health Professions Scholarship Program	93
Branch Officers Basic Course	314
Chaplain Candidate Program	22
Total	30,167

Purchase Inflation (3.0% increase)

Pay Group A	1,767
Pay Group B	109
Pay Group F	517
Pay Group P	8
Administration and Support	584
Mobilization Training	82
School Training	230
Special Training	243
SR. ROTC - Non Scholarship	198
SR. ROTC - Scholarship	111
Health Professions Scholarship Program	25
Branch Officers Basic Course	40
Chaplain Candidate Program	2
Total	3,916

RESERVE PERSONNEL, ARMY  
SCHEDULE OF INCREASES AND DECREASES  
(Dollars In Thousands)

FY 1995 Variable Housing Allowance Annualization (2.8% Increase) effective 1 January 1995.	125
Administration and Support	125
Total	
FY 1996 Variable Housing Allowance (3.0% Increase) effective 1 January 1996.	400
Administration and Support	400
Total	
Clothing Bag Increase (3.0%)	576
Pay Group A	464
Pay Group F	131
SR. ROTC - Non Scholarship	44
SR. ROTC - Scholarship	478
Junior ROTC	1,694
Total	
Increase in Stipend in ROTC (\$100 to \$150) effective 1 September 1995	1,775
SR. ROTC - Non Scholarship	3,943
SR. ROTC - Scholarship	5,719
Total	
Increase in Education Benefits Per Capita Rate / Amortization Amount	12,059
Education Benefits	
Represents a per capita rate increase from \$839 (FY95) to \$1,025 in FY96.	
Includes a \$4,387,417 amortization payment in FY96.	
Total Pricing Increases	65,008
Program Increases:	
Pay Group F	770
PG F average strength increases by 334 man-months to support accession program.	
Administration and Support	5,223
Increase in the USAR Transition Benefits Programs.	
SR. ROTC - Scholarship	1,631
Program increase results from increased enrollment to meet Army requirements for Lieutenants.	
Health Professions Scholarship Program	987
Program increase is due to an increased in enrollment of 80 students to meet Army needs.	
Chaplain Candidate Program	394
Total Program Increases	9,005
Total Increases	74,012

RESERVE PERSONNEL, ARMY  
SCHEDULE OF INCREASES AND DECREASES  
(Dollars In Thousands)

Decreases:

Pricing Decreases:

Rate Change: Retired Pay Accrual (from 10.5% to 9.6%)

Pay Group A	-5,923
Pay Group B	-147
Pay Group F	-668
Pay Group P	-29
Administration and Support (from 35.5% to 32.9%)	-9,610
Mobilization Training	-85
School Training	-385
Special Training	-384
Branch Officers Basic Course	-127
Chaplain Candidate Program	-8
Total	-17,367

Total Pricing Decreases

-17,367

Program Decreases:

Pay Group A

Pay Group A average strength decreased by 12,066 (2,483 Officer/9,583 Enlisted). Planned increases in participation rates for Annual Training and In-Active Duty for Training off-set significant manpower decreases.

-27,162

Pay Group B

Decreases result from a decline in Officer and Enlisted IMA strength from FY95 to FY96.

-2,440

Pay Group P

Mandays decreases by 6,949 (24%) due to rapid transition to Initial Active Duty for Training.

-1,111

Mobilization Training

Program decreases due to funding of higher priority programs.

-12,654

School Training

This is one of two programs which sustain major reductions to the appropriation. Other programs are governed by statute. This decrease reflects reductions to the budget and increased statutory requirements in other programs.

-17,226

Special Training

This is one of two programs which sustain the major reductions to the appropriation. Other programs are governed by statute. This decrease reflects reductions to the budget and increased statutory requirements in other programs.

-30,304

SR. ROTC - Non Scholarship

Program decrease results from reduced expenditures on uniform and travel for Basic Course students.

-822

RESERVE PERSONNEL, ARMY  
SCHEDULE OF INCREASES AND DECREASES  
(Dollars In Thousands)

Junior ROTC	-3,944
The FY 95 budget included start up costs associated with ramping up the Jr ROTC program. Startup costs are minimal in FY 96 so the budget reflects sustainment only.	
Branch Officers Basic Course	-21,237
Decrease due to Army decisions to fund higher priority programs. Remainder due to less USAR training requirements.	
Total Program Decreases	-116,899
Total Decreases	-134,267
FY 1996 DIRECT PROGRAM	2,101,366

RESERVE PERSONNEL, ARMY  
SCHEDULE OF INCREASES AND DECREASES  
(Dollars In Thousands)

FY 1996 DIRECT PROGRAM

2,101,366

Increases:

Pricing Increases:

FY 1996 Military Personnel Pay Annualization (2.4% pay raise/3.4% BAQ) effective 1 January 1996.

Pay Group A	4,670
Pay Group B	123
Pay Group F	527
Pay Group P	18
Administration and Support	3,543
Mobilization Training	38
School Training	295
Special Training	229
SR. ROTC - Non Scholarship	27
SR. ROTC - Scholarship	15
Health Professions Scholarship Program	33
Branch Officers Basic Course	32
Chaplain Candidate Program	12
Total	9,561

FY 1997 Military Personnel Pay (3.1% pay raise) effective 1 January 1997.

Pay Group A	18,097
Pay Group B	475
Pay Group F	2,041
Pay Group P	69
Administration and Support	13,729
Mobilization Training	146
School Training	1,143
Special Training	887
SR. ROTC - Non Scholarship	106
SR. ROTC - Scholarship	57
Health Professions Scholarship Program	128
Branch Officers Basic Course	94
Chaplain Candidate Program	34
Total	37,005

Purchase Inflation (3.0% increase)

Pay Group A	1,671
Pay Group B	102
Pay Group F	533
Pay Group P	6
Administration and Support	433
Mobilization Training	25
School Training	224
Special Training	143
SR. ROTC - Non Scholarship	172
SR. ROTC - Scholarship	107
Health Professions Scholarship Program	28
Branch Officers Basic Course	9
Chaplain Candidate Program	3
Total	3,454

RESERVE PERSONNEL, ARMY  
SCHEDULE OF INCREASES AND DECREASES  
(Dollars In Thousands)

FY 1996 Variable Housing Allowance Annualization (3.0% Increase) effective 1 January 1996.	
Administration and Support	133
Total	133
 FY 1997 Variable Housing Allowance (3.0% Increase) effective 1 January 1997.	
Administration and Support	399
Total	399
 Clothing Bag Increase (3.0%)	
Pay Group A	611
Pay Group F	492
SR. ROTC - Non Scholarship	118
SR. ROTC - Scholarship	41
Junior ROTC	371
Total	1,633
 Total Pricing Increases	52,185
 Program Increases:	
Pay Group F	11,603
Increased number of non-prior service requirements by 7,617 man-months to support the accession program.	
SR. ROTC - Non Scholarship	1,174
Program increase results from increased enrollment to meet Army requirements for Lieutenants.	
SR. ROTC - Scholarship	1,444
Program increase results from increased enrollment to meet Army requirements for Lieutenants.	
Chaplain Candidate Program	2
Total Program Increases	14,223
Total Increases	66,407



RESERVE PERSONNEL, ARMY  
SCHEDULE OF INCREASES AND DECREASES  
(Dollars in Thousands)

Decreases:

Pricing Decreases:

Rate Change/Retired Pay Accrual (from 9.6% to 8.7%)

Pay Group A

Pay Group B

Pay Group F

Pay Group P

Administration and Support (from 32.9% to 30.6%)

Mobilization Training

School Training

Special Training

Branch Officers Basic Course

Chaplain Candidate Program

Total

-5,911  
-141  
-687  
-23  
-8,330  
-42  
-311  
-242  
-29  
-10  
-15,727  
-15,727

Total Pricing Decreases

Program Decreases:

Pay Group A

PG A average strength decreases by 10,852 personnel (1,138 Officer/9,714 Enlisted).

-37,296

Pay Group B

Program decrease due to decline in Officer and Enlisted IMA strength from FY96 to FY97.

Funding IMA Annual Training mandays is reduced below historical levels (105,000 mandays vs 53,000 mandays) to finance higher priority programs.

-13,576

Pay Group P

Average strength of PG P decreases by 215.

-252

Administration and Support

Decline of initial transition benefits payments (anniversary payments continue in FY97).

AGR average strength decreases by 170 personnel (42 officer/128 enlisted)

-60,268

Mobilization Training

Slight decrease in the Operational Training Support requirements.

-742

School Training

This is one of two programs which sustain major reductions to the appropriation. Other programs are governed by statute. This decrease reflects reductions to the budget and increased statutory requirements in other programs.

-8,225

RESERVE PERSONNEL, ARMY  
SCHEDULE OF INCREASES AND DECREASES  
(Dollars in Thousands)

Special Training	-8,414
This is one of two programs which sustain major reductions to the appropriation. Other programs are governed by statute. This reduction reflects reductions to the budget and increased statutory requirements in other programs.	
Junior ROTC	-424
This decrease results from schools moving from the start up to the sustainment phase thus decreasing requirements.	
Health Professions Scholarship Program	-883
Branch Officers Basic Course	-1,004
This decrease is the result of an Army decision to fund higher priority programs.	
Total Program Decreases	-131,084
Total Decreases	-146,812
FY 1997 DIRECT PROGRAM	2,020,962

## **SECTION 4**

### **DETAILS OF MILITARY PERSONNEL ENTITLEMENTS**

Appropriation  
 Reserve Personnel, Army  
 Budget Program, Program Element/Aggregation or Budget Project Account  
 3000 Reserve Component Personnel  
 Budget Activity 1A: 3A00 - Training, Pay Group A

1994 (Actual)	1995 (Estimate)	1996 (Estimate)	1997 (Estimate)
972,878	917,159	905,662	887,503

Part 1 - PURPOSE AND SCOPE

The program costs for this activity include pay and allowances, clothing, uniform maintenance allowances, subsistence, and training travel (excludes TDY travel and per diem from unit of assignment to TDY point and return) for all officer and enlisted personnel assigned to the Troop Program Units (TPUs) of the US Army Reserve for Annual Training (AT) and Inactive Duty Training (IDT). Retired pay accrual is included in program costs.

Annual Training (AT) - A period of active duty for training of at least 14 days, exclusive of travel, is performed by all members of troop program units on an annual basis. This training is usually performed at summer encampments so as to accommodate field exercises and maneuvers. However, annual training may also be accomplished at posts, camps, stations, or other areas if deemed appropriate for training in specific skills.

Inactive Duty Training (IDT) - Inactive Duty Training consists of any authorized training, instruction, or duty (other than Active Duty for Training) performed by members of troop program units. A unit member will attend 48 four-hour unit training assemblies (commonly called weekend drills) annually. To supplement these drills, selected members participate in Additional Training Preparation assemblies; Additional Flight Training periods, and Additional Airborne Unit Training Assemblies.

Additional Training Preparation Assemblies - Additional Training Assemblies (including Readiness Management Assemblies) are used by key unit officers and noncommissioned officers for such activities as preparation of training programs, training aids, training rehearsals, and unit training administration. These assemblies permit maximum training benefits to be gained during regular IDT drills.

Additional Flight Training Periods (AFTP) - Additional Flight Training Periods are used by unit aviators and crew members to maintain required flying status proficiency. Each aviator and crew member assigned to an authorized flight position may be paid for a maximum of 48 additional flight training periods.

Reserve Personnel, Army  
Training, Pay Group A (continued)

SCHEDULE OF INCREASES AND DECREASES

Pay Group A  
(Dollars in Thousands)

FY 1995 DIRECT PROGRAM	917,159
Increases:	
Pricing Increases:	
FY 1995 Military Personnel Pay Annualization (2.6% pay raise) effective 1 Jan 1995.	5,106
FY 1996 Personnel Pay (2.4% pay raise/3.4% BAQ) effective 1 Jan 1996.	14,140
Purchase Inflation (3.0% increase)	1,767
Clothing Bag Increase (3.0% increase)	576
Total Pricing Increases:	21,588
Total Increases	21,588
Decreases:	
Pricing Decreases:	
Retired Pay Accrual Rate Change (from 10.5% to 9.6%)	-5,923
Total Pricing Decreases:	-5,923
Program Decreases:	
Program Decreases:	
PG A average strength decreases by 12,066 (2,483 Officer/9,583 Enlisted).	-27,162
planned increase in participation rates in both Annual Training and In-Active Duty for Training off-set significant manpower decreases.	
Total Program Decreases:	-27,162
Total Decreases	-33,085
FY 1996 DIRECT PROGRAM	905,662

Reserve Personnel, Army  
Training, Pay Group A (continued)

SCHEDULE OF INCREASES AND DECREASES  
Pay Group A  
(Dollars in Thousands)

FY 1996 DIRECT PROGRAM	905,662
Increases:	
Pricing Increases:	
FY 1996 Military Personnel Pay Annualization (2.4% pay raise/3.4% BAQ) effective 1 Jan 1996.	4,670
FY 1997 Personnel Pay (3.1%) effective 1 Jan 1997.	18,097
Purchase Inflation (3.0% increase)	1,671
Clothing Bag Increase (3.0% increase)	611
Total Pricing Increases:	25,048
Program Increases:	
Total Increases	25,048
Decreases:	
Pricing Decreases:	
Retired Pay Accrual Rate Change (from 9.6% to 8.7%)	-5,911
Total Pricing Decreases:	-5,911
Program Decreases:	
Program Decreases	-37,296
PG A average strength decreases by 10,852 personnel ( 1,138 Officer/9,714 Enlisted)	
Total Program Decreases:	-37,296
Total Decreases	-43,207
FY 1997 DIRECT PROGRAM	887,503

Reserve Personnel, Army  
Training, Pay Group A (continued)

Pay and Allowances Active Duty for Training, Officers: These funds are requested to provide for the pay and allowances of officers attending annual training. The average strength accommodates the increases and decreases to the end strength throughout the year. The participation rate is a consolidated rate that includes those officers actually attending regular, fragmented and overseas Annual Training. The dollar rate is an annual rate which includes basic pay, retired pay accrual costs, basic allowance for quarters (BAQ), basic allowance for subsistence, the government's share of the social security contribution and any authorized special and incentive pay.

	1994 (Actual)	1995 (Estimate)	1996 (Estimate)	1997 (Estimate)								
	Partic- ipants	Rate	Amount	Partic- ipants	Rate	Amount	Partic- ipants	Rate	Amount			
Average Strength	41,109			37,575			35,092			33,954		
Participation Rate	90.00			88.48			90.98			93.58		
Paid Participants	36,998	2,238.55	82,822	33,248	2,190.77	72,839	31,927	2,272.86	72,565	31,776	2,361.71	75,044

Pay and Allowances Active Duty for Training, Enlisted Personnel: These funds are requested to provide for the pay and allowances of enlisted personnel attending annual training. The average strength accommodates the increases and decreases to the end strength throughout the year. The participation rate is a consolidated rate that includes those enlisted personnel actually attending regular, fragmented and overseas Annual Training. The dollar rate is an annual rate which includes basic pay, retired pay accrual costs, basic allowance for quarters (BAQ), separate rations when mess facilities are unavailable, the government share of the social security contribution and any special and incentive pay, as authorized.

	1994 (Actual)	1995 (Estimate)	1996 (Estimate)	1997 (Estimate)								
	Partic- ipants	Rate	Amount	Partic- ipants	Rate	Amount	Partic- ipants	Rate	Amount			
Average Strength	184,830			171,217			161,634			151,920		
Participation Rate	76.49			82.26			87.14			87.76		
Paid Participants	141,378	973.58	137,642	140,839	951.49	134,007	140,854	972.68	137,006	133,332	1,020.32	136,042

Reserve Personnel, Army  
Training, Pay Group A (continued)

Pay, Inactive Duty Training, Officers (IDT): These funds are requested to provide for the pay and allowances of officers attending inactive duty for training, to include unit training (weekend drills) assemblies, additional training preparation assemblies for key officers, and additional flight training periods for aviators.

The average strength shown for unit training reflects gains and losses to end strength which occur throughout the year. The participation rate reflects the average number of officers attending 48 drills. The dollar rate is an annual rate which includes a remuneration equivalent to basic pay, retired pay accrual costs, the government's share of the social security contribution and any authorized incentive pay.

The additional training preparation assemblies provide additional drills for unit officers in preparation for the regular weekend drills. Also included are readiness management assemblies. The dollar rate is the cost for each assembly and includes the same pay and allowances authorized for unit training. Additional flight periods, which may vary by aircraft, are authorized for unit aviators on current flight status. These individual assemblies are required in addition to normal unit drills to maintain minimum flying status qualifications. The dollar rate for each assembly reflects the same pay and allowances authorized for unit training, to include flight pay.

Six additional airborne unit training assemblies are authorized for all officer personnel assigned to USAR airborne units to maintain proficiency. These assemblies are used for preparation, conduct, and recovery from airborne operations. The dollar rate for each assembly reflects the same pay and allowances authorized for unit training to include jump pay.

	1994 (Actual)		1995 (Estimate)		1996 (Estimate)		1997 (Estimate)	
	Partic- ipants	Rate Amount	Partic- ipants	Rate Amount	Partic- ipants	Rate Amount	Partic- ipants	Rate Amount
Unit Training:								
Avg Str	41,109		37,575		35,092		33,954	
Part Rate	90		90		92		92	
Paid Part	36,886	6,467.99	33,827	6,623.25	32,285	6,733.25	31,238	6,876.26
Additional Training Assemblies:								
Flight Trg	19,344	134.87	20,400	138.10	12,408	140.39	8,736	143.37
Train Prep	27,984	135.14	10,692	138.38	15,204	140.69	16,488	143.65
Total		244,966		228,338		221,262		218,419



Reserve Personnel, Army  
Training, Pay Group A (continued)

Pay Inactive Duty Training, Enlisted Personnel (IDT): These funds are requested to provide for the pay and allowances of enlisted personnel attending inactive duty for training to include unit training (weekend drills) assemblies, additional training preparation assemblies for key noncommissioned officers and additional flight training periods for flight crew members.

The average strength shown for unit training reflects gains and losses to end strength which occur throughout the year. The participation rate reflects the average number of enlisted personnel attending 48 drills. The dollar rate is an annual rate which includes a remuneration equivalent to basic pay, retired pay accrual costs, the government's share of the social security contribution, and any authorized incentive pay.

The additional training preparation assemblies provide additional drills for unit noncommissioned officers in preparation for the regular weekend drills and readiness management assemblies. The dollar rate is the cost for each assembly and includes the same pay and allowances authorized for unit training.

Additional flight training periods, which may vary by aircraft, are authorized for unit flight crew members on current flying status. These individual assemblies are required to maintain minimum qualifications and support the aviators in their flight training. The dollar rate for each assembly reflects the same pay and allowances authorized for unit training to include flight pay.

Six additional airborne unit training assemblies are authorized for all enlisted personnel assigned to USAR airborne units to maintain proficiency. These assemblies are used for preparation, conduct, and recovery from airborne operations. The dollar rate for each assembly reflects the same pay and allowances authorized for unit training to include jump pay.

	1994 (Actual)		1995 (Estimate)		1996 (Estimate)		1997 (Estimate)	
	Partic- ipants	Rate Amount	Partic- ipants	Rate Amount	Partic- ipants	Rate Amount	Partic- ipants	Rate Amount
Unit Training:								
Avg Str	180,322		171,217		161,634		151,920	
Part Rate								
Paid Part	141,786	2,875.39	133,545	2,939.99	129,501	2,985.76	122,287	3,045.27
Additional Training Assemblies:								
Flight Trg	7,200	64.27	8,736	65.82	8,736	66.91	2,304	68.33
Train Prep	51,156	64.27	48,000	65.82	81,408	66.91	86,940	68.33
Total		411,440		396,357		392,692		378,496

Reserve Personnel, Army  
Training, Pay Group A (continued)

Subsistence of Enlisted Personnel: These funds are requested to provide subsistence for enlisted personnel while on annual training and inactive duty training.

Enlisted personnel are provided subsistence-in-kind while on annual training in the unit dining facilities. The cost of these field rations is called the Basic Daily Food Allowance as determined by a DOD Food Cost Index. If the unit does not have a dining facility or individuals are unable to eat in the dining facility because of mission requirements, operational rations called Meal, Ready-to-Eat (MRE) are issued to those personnel. All the annual training subsistence rates are daily rates.

While on inactive duty training with two assemblies in the day, enlisted personnel are authorized one meal, normally the noon meal. The cost of the meal is established by Basic Daily Food Allowance and Operational Ration costs.

	1994 (Actual)			1995 (Estimate)			1996 (Estimate)			1997 (Estimate)		
	Partic- ipants	Rate Amount	Partic- ipants	Rate Amount	Partic- ipants	Rate Amount	Partic- ipants	Rate Amount	Partic- ipants	Rate Amount	Partic- ipants	Rate Amount
Active Duty Requirements:												
Subsistence-in-Kind												
Field Rations												
Total Entitled (Mandays) & Present	550,500		634,887		600,000		581,351		75.00		75.00	
Total Subsisted (Mandays)	522,975	4.87	2,547	5.01	2,384	5.16	2,321	5.31	436,013	5.31	2,316	
Operational Rations (MCI/MRE)												
Total Entitled (Mandays) & Present	1,488,847		1,749,882		1,622,140		1,571,801		70.69		66.59	
Total Subsisted (Mandays)	1,414,405	11.96	16,923	12.30	15,327	12.67	14,527	13.05	1,146,686	13.05	1,046,676	13,658
Subtotal Active Duty	1,937,380	10.05	19,470	10.28	17,711	10.55	16,848	10.77	1,596,686	10.77	1,482,690	15,974
Inactive Duty Periods of Eight Hours or More:												
1994 (Actual)												
Total Entitled (Man Days) & Present	3,432,034		3,233,457		3,153,101		2,979,516		72.25		75.00	
Total Subsisted (Man Day)	2,479,644	6.26	15,511	6.43	15,022	6.62	15,664	6.82	2,336,046	6.82	2,234,637	15,245
Subtotal Inactive Duty			15,511		15,022		15,664					15,245
Total Subsistence			34,981		32,734		32,511					31,219

Reserve Personnel, Army  
Training, Pay Group A (continued)

Travel, Active Duty for Training, Officers: These funds are requested to provide for training travel and per diem allowances for officers to perform annual training. Individual travel provides for the use of personal or commercial vehicles when it is the most cost effective means of travel or when it is not feasible to use another means. Commercial contract transportation is used to transport units that do not have the necessary organic capability. Buses and trains are normally used. Military airlift and charter provides the necessary transportation of units that perform annual training overseas, to include transporting the unit within CONUS, between ports, to the training site and for the return trip.

	1994 (Actual)		1995 (Estimate)		1996 (Estimate)		1997 (Estimate)					
	Partic- ipants	Rate Amount	Partic- ipants	Rate Amount	Partic- ipants	Rate Amount	Partic- ipants	Rate Amount				
Individual Travel	21,029	733	15,418	18,283	602	11,014	11,479	707	8,111	11,308	714	8,076
Commercial Contract Hire	0	0	1,000	327	327	1,000	337	1,000	337	1,000	347	347
Military Aircraft Charter	3,064	570	1,746	4,519	583	2,637	4,020	598	2,405	4,020	614	2,466
Total	24,093	17,165	23,802	13,978	16,499	10,853	16,328	10,890				

Travel, Active Duty for Training, Enlisted: These funds are requested to provide training travel and per diem allowances for enlisted personnel to perform annual training. Individual travel provides for the use of personal or commercial vehicles when it is the most cost effective means of travel or when it is not feasible to use another means. Commercial contract transportation is used to transport units that do not have the necessary organic capability. Buses and trains are normally used. Military airlift and charter provide the necessary transportation of units that perform annual training overseas, to include transporting the unit within CONUS, between ports, to the training site and for the return trip.

	1994 (Actual)		1995 (Estimate)		1996 (Estimate)		1997 (Estimate)					
	Partic- ipants	Rate Amount	Partic- ipants	Rate Amount	Partic- ipants	Rate Amount	Partic- ipants	Rate Amount				
Individual Travel	70,488	313.74	22,115	33,295	284.75	9,481	31,678	291.27	9,227	29,708	297.95	8,851
Commercial Contract Hire	0	0.00	0	5,000	626.25	3,131	5,000	645.03	3,225	5,000	664.39	3,322
Military Aircraft Charter	12,345	350.08	4,322	19,776	359.27	7,105	16,154	369.39	5,967	16,154	379.82	6,136
Total	82,833	26,436	58,071	19,717	52,832	18,419	50,862	18,309				

Individual Clothing and Uniform Allowance, Officer: These funds will provide the uniform allowances under the provisions of 37 U.S.C. 415 and 416 to officers for purchase of required uniforms. The initial allowance is paid to newly commissioned officers upon completion of 14 days active duty or active duty for training. The additional allowance is payable to officers for the purchase of required uniforms upon completion of each four years of satisfactory service.

	1994 (Actual)		1995 (Estimate)		1996 (Estimate)		1997 (Estimate)					
	Partic- ipants	Rate Amount	Partic- ipants	Rate Amount	Partic- ipants	Rate Amount	Partic- ipants	Rate Amount				
Initial Uniform Allowance	1,155	200.00	231	7,576	200.00	1,515	5,568	200.00	1,114	5,621	200.00	1,124
Additional Uniform Allowance	70	100.00	7	20	100.00	2	100.00	100.00	0	100.00	100.00	0
Total	1,225	300.00	238	7,596	300.00	1,517	5,668	300.00	1,114	5,721	300.00	1,124

Reserve Personnel, Army  
Training, Pay Group A (continued)

Individual Clothing and Uniform Enlisted: The funds requested will provide the prescribed clothing for enlisted personnel, as authorized under the provisions of 37 U.S.C. 418. The initial issue consists of a modified clothing bag provided to all prior service accessions with a 90-day break in service. The replacement issue provides funds to permit an exchange of clothing on a issue-in-kind basis for fair wear, and tear.

	1994 (Actual)			1995 (Estimate)			1996 (Estimate)			1997 (Estimate)		
	Partic- ipants	Rate	Amount	Partic- ipants	Rate	Amount	Partic- ipants	Rate	Amount	Partic- ipants	Rate	Amount
Initial Uniform Allowance	18,656	709.37	13,234	18,529	729.23	13,512	20,231	751.11	15,196	18,362	773.64	14,206
Additional Uniform Allowance	33,453	118.17	3,953	34,244	121.48	4,160	32,327	125.12	4,045	29,124	128.88	3,753
Total			17,187			17,672			19,241			17,959

Funded Reimbursable Program

The requirements cited above include anticipated collections from the sale of meals and clothing to USAR personnel and the reimbursements expected from the Federal Emergency Management Agency (FEMA) until FY 1996.

	1994 (Actual)	1995 (Estimate)	1996 (Estimate)	1997 (Estimate)
Reimbursable Requirements	2,830	4,759	100	100

# Appropriation

Reserve Personnel, Army  
 Budget Program, Program Element/Aggregation or Budget Project Account  
 3000 Reserve Component Personnel  
 Budget Activity 1F: 3D00 - Training, Pay Group F

1994 (Actual)	1995 (Estimate)	1996 (Estimate)	1997 (Estimate)
105,522	122,443	125,659	140,169

## Part 1 - PURPOSE AND SCOPE

This budget activity provides the funds for Initial Active Duty for Training (IADT) for all non-prior service enlistees into Army Reserve Troop Program Units (TPU) and the Individual Ready Reserve (IRR). Retired pay accrual costs are included in the program costs. The training programs offered include Regular training, Alternate training, and the Civilian Acquired Skills Program (CASP). Upon completion of any of these programs the enlistee becomes qualified in his Military Occupational Specialty (MOS).

The regular program consists of an eight-week Basic Combat Training (BCT) phase followed immediately by a variable length Advanced Individual Training (AIT) phase. Upon completion the enlistee returns to his TPU or becomes a member of the IRR.

The Alternate Training Program (known as the split training option) provides the same training as the regular program; however, the BCT and AIT phases are split. Upon completion of BCT, normally during the summer, the enlistee returns to his unit until his scheduled AIT date, which must be within one year of completing BCT. This program accommodates those individuals who are unable to leave their jobs or school for long periods of time.

The Civilian Acquired Skills Program (CASP) provides a variable length program for those individuals who enlist with specific skills that are easily adapted to the military services. The training is tailored to the individual, and normally it includes the basic military skills and specific MOS skills required to ensure that all graduates are fully qualified.

Reserve Personnel, Army  
Training, Pay Group F (continued)

SCHEDULE OF INCREASES AND DECREASES  
Pay Group F  
(Dollars In Thousands)

FY 1995 DIRECT PROGRAM	122,443
Increases:	
Pricing Increases:	
FY 1995 Military Personnel Pay Annualization (2.6% pay raise) effective 1 Jan 1995.	566
FY 1996 Military Personnel Pay (2.4% pay raise) effective 1 Jan 1996.	1,567
Purchase Inflation (3.0% increase)	517
Clothing Bag Rate (3.0% increase)	464
Total Pricing Increases:	3,114
Program Increases:	
Program Increases	770
Increased number of non-prior service requirements by 334 man-months to support accession program.	
Total Program Increases:	770
Total Increases	3,884
Decreases:	
Pricing Decreases:	
Retired Pay Accrual Rate Change (from 10.5% to 9.6%)	-668
Total Pricing Decreases:	-668
Program Decreases:	
Total Decreases	-668
FY 1996 DIRECT PROGRAM	125,659

Reserve Personnel, Army  
Training, Pay Group F (continued)

SCHEDULE OF INCREASES AND DECREASES  
Pay Group F  
(Dollars In Thousands)

125,659

FY 1996 DIRECT PROGRAM

Increases:

Pricing Increases:

FY 1996 Military Personnel Pay Annualization (2.4% pay raise) effective 1 Jan 1996.  
FY 1997 Military Personnel Pay (3.1% pay raise) effective 1 Jan 1997.  
Purchase Inflation (3.0% increase)  
Clothing Bag Rate (3.0% increase)

527  
2,041  
533  
492

Total Pricing Increases:

3,593

Program Increases:

Program Increases

Increased number of non-prior service requirements by 7,617 man-months to support accession program.

11,603

Total Program Increases:

11,603

Total Increases

15,196

Pricing Decreases:

Retired Pay Accrual Rate Change (from 9.6 to 8.7)

-687

Total Pricing Decreases:

-687

Program Decreases:

Total Decreases

-687

FY 1997 DIRECT PROGRAM

140,168

Reserve Personnel, Army  
Training, Pay Group F (continued)

Pay and Allowances, Initial Active Duty for Training Enlisted: These funds are requested to provide for training pay and allowances of enlisted personnel attending initial active duty for training. The consolidated rate used in computing the requirements includes basic pay, retired pay accrual costs, and the government's contribution for social security.

	1994 (Actual)	1995 (Estimate)	1996 (Estimate)	1997 (Estimate)	
	Partic- ipants	Rate Amount	Partic- ipants	Rate Amount	
Initial Active Duty for Training	18,303	4,001.05 73,231	24,935 3,535.64 88,161	22,991 3,915.46 90,020	24,077 4,193.43 100,965

Individual Clothing and Uniform Allowance, Initial Active Duty for Training, Enlisted: These funds are requested to provide clothing and uniforms for enlisted personnel attending initial active duty for training. The initial clothing is issued in two phases. Phase I includes all clothing required for training during Basic Combat Training (BCT). Phase II clothing includes the remaining clothing, to include dress uniforms, and is issued only to those who complete BCT. Civilian Acquired Skills Program enlistees receive all their issue at one time. Rates vary depending on the items authorized for issue during that fiscal year as well as their current cost.

	1994 (Actual)	1995 (Estimate)	1996 (Estimate)	1997 (Estimate)	
	Partic- ipants	Rate Amount	Partic- ipants	Rate Amount	
Initial Issue-Male					
Phase 1	10,204	596.05 6,082	13,099 610.25 7,994	14,544 628.56 9,142	15,063 647.42 9,752
Phase 2	9,490	309.80 2,940	12,182 182.35 2,221	13,526 187.82 2,540	14,009 193.45 2,710
Initial Issue-Female					
Phase 1	4,198	677.00 2,842	5,845 625.25 3,655	4,971 644.01 3,201	5,247 663.33 3,480
Phase 2	3,904	263.00 1,027	5,436 159.23 866	4,623 164.00 758	4,880 168.92 824
Cash Allowance	4,198	153.76 645	5,845 158.07 924	4,971 162.81 809	5,247 167.69 880
CASF	1,050	749.94 787	963 770.94 742	973 794.07 773	1,015 817.89 830
Total		14,323	16,401	17,224	18,477



Reserve Personnel, Army  
Training, Pay Group F (continued)

Subsistence, Initial Active Duty for Training, Enlisted: These funds are requested for subsistence of enlisted personnel attending initial active duty training. Subsistence man days represent the number of meals actually eaten. The daily rate is an established amount based on the basic daily food allowance.

	1994 (Actual)		1995 (Estimate)		1996 (Estimate)		1997 (Estimate)	
	Partic- ipants	Rate Amount	Partic- ipants	Rate Amount	Partic- ipants	Rate Amount	Partic- ipants	Rate Amount
Total Entitled (Man Months)	72,521		77,158		77,492		85,109	
% Present	96.76%		95.56%		94.74%		95.03%	
Total Subsistence (Man Months)	70,170		73,732		73,412		80,879	
Total Subsistence (Meals)	2,105,088	4.95 10,420	2,211,957	5.06 11,188	2,202,372	5.21 11,473	2,426,379	5.37 13,019

Travel, Initial Active Duty for Training, Enlisted: These funds are requested for travel of all enlisted personnel to and from their initial active duty for training installation. This includes all trips between the basic combat and advanced individual training phases as well as all return trips home for those who drop out of training. The rate includes the transportation cost and any authorized per diem.

	1994 (Actual)		1995 (Estimate)		1996 (Estimate)		1997 (Estimate)	
	Strength	Rate Amount	Strength	Rate Amount	Strength	Rate Amount	Strength	Rate Amount
Initial Active Duty for Training	50,339	149.92 7,547	43,590	153.53 6,693	44,020	157.69 6,941	47,581	161.96 7,706

Appropriation  
 Reserve Personnel, Army  
 Budget Program, Program Element/Aggregation or Budget Project Account  
 3000 Reserve Component Personnel  
 Budget Activity IP: 3E00 - Training, Pay Group P

<u>1994 (Actual)</u>	<u>1995 (Estimate)</u>	<u>1996 (Estimate)</u>	<u>1997 (Estimate)</u>
10,570	4,486	3,447	3,264

Part 1 - PURPOSE AND SCOPE

The program costs for this activity provide the pay and subsistence-in-kind furnished to Non-Prior Service (NPS) enlistees assigned to Troop Program Units (TPU) for attending Inactive Duty Training (IDT) prior to their Initial Active Duty for Training (IADT). Retired pay accrual costs and the Government's share for the social security contribution is included. Under the provisions of 10 U.S.C. 511, these enlistees must enter IADT within nine months of enlisting.

Reserve Personnel, Army  
Training, Pay Group P (continued)

SCHEDULE OF INCREASES AND DECREASES  
Pay Group P  
(Dollars in Thousands)

FY 1995 DIRECT PROGRAM	4,486
Increases:	
Pricing Increases:	
FY 1995 Military Personnel Pay Annualization (2.6% pay raise) effective 1 Jan 1995	25
FY 1996 Military Personnel Pay (2.4% pay raise) effective 1 Jan 1996	69
Purchase Inflation (3.0% increase)	8
Total Pricing Increases:	102
Total Increases	102
Decreases:	
Pricing Decreases:	
Retired Pay Accrual Rate Change (from 10.5% to 9.6%)	-29
Total Pricing Decreases:	-29
Program Decreases:	
Total Program Decreases:	-1,111
Mandays decreases by 6,949 (24%) due to rapid transition to Initial Active Duty for Training	
Total Decreases	-1,141
FY 1996 DIRECT PROGRAM	3,447

Reserve Personnel, Army  
Training, Pay Group P (continued)

SCHEDULE OF INCREASES AND DECREASES  
Pay Group P  
(Dollars in Thousands)

FY 1996 DIRECT PROGRAM	3,447
Increases:	
Pricing Increases:	
FY 1996 Military Personnel Pay Annualization (2.4% pay raise) effective 1 Jan 1996	18
FY 1997 Military Personnel Pay (3.1% pay raise) effective 1 Jan 1997	69
Purchase Inflation (3.0% increase)	6
Total Pricing Increases:	92
Total Increases	92
Decreases:	
Pricing Decreases:	
Retired Pay Accrual Rate Change (from 9.6% to 8.7%)	-23
Total Pricing Decreases:	-23
Program Decreases:	
Program Decreases	-252
Total Program Decreases:	-252
Average strength decreases by 215 soldiers.	
Total Decreases	-275
FY 1997 DIRECT PROGRAM	3,264

Reserve Personnel, Army  
Training, Pay Group P (continued)

Pay, Inactive Duty Training (IDT), Enlisted: These funds are requested to provide for the pay of enlisted personnel attending Inactive Duty for Training (IDT) while awaiting Initial Active Duty for Training (IADT). The number of assemblies is based on the average number of enlistees attending IDT. The dollar rate is the remuneration paid, which is equal to the basic pay, for each assembly. Retired pay accrual costs and the Government's Share for social security contribution is included.

	1994 (Actual)			1995 (Estimate)			1996 (Estimate)			1997 (Estimate)		
	Participants	Rate	Amount	Participants	Rate	Amount	Participants	Rate	Amount	Participants	Rate	Amount
Inactive Duty Training	261,420	36.32	9,494	114,016	37.12	4,232	86,221	37.68	3,249	80,031	38.42	3,075

Individual Clothing and Uniform Allowance, Inactive Duty Training, Enlisted: Provides for prescribed clothing for enlisted personnel as authorized by the Secretary of Defense under the provisions of 37 U.S.C 418. Clothing is provided from funds requested for Pay Group P, as part of the clothing issued upon entry on initial active duty for training (IADT).

Subsistence, Inactive Duty Training, Enlisted: While on inactive duty training with two assemblies (total of eight hours or more) in one day, enlisted personnel are authorized one meal, normally the noon meal. The cost of the meal is established as forty percent of the Basic Daily Food Allowance.

	1994 (Actual)			1995 (Estimate)			1996 (Estimate)			1997 (Estimate)		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Subsistence-in-Kind:												
Tot Entitled (Man Days)	130,710			57,008			43,110			40,016		
& Present	95.0%			50.0%			50.0%			50.0%		
Tot Subsist (Man Days)	124,175			28,504			21,555			20,008		
Total Subsistence	124,175	8.67	1,076	28,504	8.91	254	21,555	9.18	198	20,008	9.45	189

Appropriation  
 Reserve Personnel, Army  
 Budget Program, Program Element/Aggregation or Budget Project Account  
 3000 Reserve Component Personnel  
 Budget Activity 1B: 3C00 - Training, Pay Group B (Individual Mobilization Augmentees)

1994 (Actual)	1995 (Estimate)	1996 (Estimate)	1997 (Estimate)
32,296	32,163	30,213	17,196

#### Part 1 -- PURPOSE AND SCOPE

Program costs include pay and allowances, the government's contribution for social security, retired pay accrual, and training travel (excludes TDY from unit/activity of assignment to TDY point and return) for officer and enlisted Individual Mobilization Augmentee (IMA) personnel assigned to the IMA program. The objectives of the program are to:

1. Provide pre-trained and fully qualified personnel to fill specifically designated positions in Department of Defense and Department of the Army agencies and Active Component units whose functions are critical to the rapid expansion of the Army upon mobilization. IMA personnel train annually with their proponent agencies in the specific positions in which they will serve upon declaration of a national emergency. This highly specialized program ensures that these Reservists will be able to serve effectively as soon as they report to their mobilization stations. IMA personnel are also assigned to units of the Active Component which will be required to deploy to the theater of operations soon after the declaration of a national emergency and the initiation of the mobilization process. The IMA Program is intended to pre-identify and pre-qualify those reservists who will actually serve in specific key positions within the Department of Defense and the Army force structure. These positions are identified by proponent agencies and gaining units as being required upon mobilization but not authorized for fill before the actual declaration of a national emergency.
2. Annual Training (AT) - A normal period of active duty for training consists of 12-14 days, exclusive of travel, to be performed by all members of Pay Group B. This training is usually performed at the proponent agencies and gaining units. Selected soldiers may perform a period of active duty for training of up to 19 days to take part in exercises and to perform overseas training.
3. Inactive Duty Training (IDT) - Inactive Duty Training consists of any authorized training, instruction, or duty (other than active duty for training) performed by selected members of Pay Group B. A member of this pay category may attend 0-48 four-hour training assemblies annually. Reservists selected to fill these positions will be provided more specialty/duty training to attain and maintain a high level of readiness.

Reserve Personnel, Army  
Training, Pay Group B (continued)

SCHEDULE OF INCREASES AND DECREASES  
Pay Group B  
(Dollars in Thousands)

FY 1995 DIRECT PROGRAM	32,163
Increases:	
Pricing Increases:	
FY 1995 Military Personnel Pay Annualization (2.6% pay raise) effective 1 Jan 1995.	140
FY 1996 Military Personnel Pay (2.4% pay raise/3.4% BAQ) effective 1 Jan 1996.	388
Purchase Inflation (3.0% increase)	109
Total Pricing Increases:	637
Total Increases	637
Decreases:	
Pricing Decreases:	
Retired Pay Accrual Rate Change (from 10.5% to 9.6%)	-147
Total Pricing Decreases:	-147
Program Decreases:	
Program Decreases	-2,440
Decreases result from a decline in Officer and Enlisted IMA strength from FY95 to FY 96.	
Total Program Decreases:	-2,440
Total Decreases	-2,587
FY 1996 DIRECT PROGRAM	30,213

Reserve Personnel, Army  
Training, Pay Group B (continued)

SCHEDULE OF INCREASES AND DECREASES  
Pay Group B  
(Dollars in Thousands)

FY 1996 DIRECT PROGRAM

30,213

Increases:

Pricing Increases:

FY 1996 Military Personnel Pay Annualization (2.4% pay raise/3.4% BAQ) effective 1 Jan 199  
FY 1997 Military Personnel Pay (3.1% pay raise) effective 1 Jan 1997.  
Purchase Inflation (3.0% increase)

123  
475  
102

Total Pricing Increases:

700

Total Increases:

700

Decreases:

Pricing Decreases:

Retired Pay Accrual Rate Change (from 9.6% to 8.7%)

-141

Total Pricing Decreases:

-141

Program Decreases:

Program Decreases  
Program decrease due to decline in Officer and Enlisted IMA strength from FY96 to FY97.  
Funding for IMA Annual Training mandays is reduced below historical levels  
(105,000 mandays vs 53,000 mandays) to finance higher priority programs.

-13,576

Total Program Decreases:

-13,576

Total Decreases

-13,717

FY 1997 DIRECT PROGRAM

17,196





Reserve Personnel, Army  
Training, Pay Group B (continued)

Pay, Inactive Duty Training, Officers (IDT): These funds are requested to provide for the pay and allowances of officers attending inactive duty for training to be performed at their proponent agencies/gaining units or with an IMA detachment in support of their proponent agency/gaining unit. Pay Group B Reserve members are expected to attend 24 IDT assemblies per year. The dollar rate includes base pay, the Government's contribution for social security and retired pay accrual costs.

	1994 (Actual)			1995 (Estimate)			1996 (Estimate)		
	Partic- ipants	Man Days	Rate (Avg)	Amount	Partic- ipants	Man Days	Rate (Avg)	Amount	Partic- ipants
Pay and Allowances	1,033	24,028	169.00	4,061	514	12,329	173.07	2,134	552
	1997 (Estimate)								
	Partic- ipants	Man Days	Rate (Avg)	Amount	Partic- ipants	Man Days	Rate (Avg)	Amount	Partic- ipants
Pay and Allowances	351	8,422	179.69	1,513					

Pay, Inactive Duty Training, Enlisted (IDT): These funds are requested to provide for pay and allowances of enlisted personnel attending inactive duty for training to be performed at their proponent agencies/gaining units or with an IMA detachment in support of their proponent agency/gaining unit. Pay Group B Reserve members are expected to attend 24 IDT assemblies per year. The dollar rate includes base pay, the Government's contribution for social security and retired pay accrual costs.

	1994 (Actual)			1995 (Estimate)			1996 (Estimate)		
	Partic- ipants	Man Days	Rate (Avg)	Amount	Partic- ipants	Man Days	Rate (Avg)	Amount	Partic- ipants
Pay and Allowances	94	3,034	127.15	386	58	1,394	130.22	182	61
	1997 (Estimate)								
	Partic- ipants	Man Days	Rate (Avg)	Amount	Partic- ipants	Man Days	Rate (Avg)	Amount	Partic- ipants
Pay and Allowances	35	842	135.22	114					

Reserve Personnel, Army  
Training, Pay Group B (continued)

Travel, Annual Training, Officers: These funds are requested to provide transportation costs and per diem allowances for officers attending annual training.

	1994 (Actual)			1995 (Estimate)			1996 (Estimate)			
	Partic- ipants	Man Days	Rate (Avg)	Partic- ipants	Man Days	Rate (Avg)	Partic- ipants	Man Days	Rate (Avg)	
Paid Participants	6,284	82,691	90.37	5,835	81,685	91.24	5,422	75,906	92.04	6,987

1997 (Estimate)			
Partic- ipants	Man Days	Rate (Avg)	
Paid Participants	3,007	42,094	92.80

Paid Participants 3,007 42,094 92.80 3,906  
Travel, Annual Training, Enlisted: These funds are requested to provide transportation costs and per diem allowances for enlisted personnel attending annual training.

	1994 (Actual)			1995 (Estimate)			1996 (Estimate)			
	Partic- ipants	Man Days	Rate (Avg)	Partic- ipants	Man Days	Rate (Avg)	Partic- ipants	Man Days	Rate (Avg)	
Paid Participants	1,370	18,546	85.31	1,956	27,384	86.32	1,658	23,213	87.25	2,025

1997 (Estimate)			
Partic- ipants	Man Days	Rate (Avg)	
Paid Participants	901	12,616	88.13

Paid Participants 901 12,616 88.13 1,112

Subsistence for Enlisted Personnel: These funds are requested to provide subsistence for enlisted personnel while on Inactive Duty Training.

	1994 (Actual)			1995 (Estimate)			1996 (Estimate)			
	Partic- ipants	Man Days	Rate (Avg)	Partic- ipants	Man Days	Rate (Avg)	Partic- ipants	Man Days	Rate (Avg)	
Paid Participants	1,517	1,517	12.58	697	697	12.93	736	736	13.26	9.76

1997 (Estimate)			
Partic- ipants	Man Days	Rate (Avg)	
Paid Participants	421	421	13.56

Paid Participants 421 421 13.56 5.71

Reserve Personnel, Army  
Training, Pay Group B (continued)

Funded Reimbursable Program

The requirements cited below are anticipated reimbursements from the Federal Emergency Management Agency and the Selective Service System to support Individual Mobilization Augmentees.

	1994 (Actual)	1995 (Estimate)	1996 (Estimate)	1997 (Estimate)
Reimbursable Requirements	974	1,639	2,512	2,826

Appropriation  
 Reserve Personnel, Army  
 Budget Program, Program Element/Aggregation or Budget Project Account  
 4000 Reserve Component Personnel  
 Budget Activity 2E: 4K00 - Mobilization Training (Individual Ready Reserve)

1994 (Actual)	1995 (Estimate)	1996 (Estimate)	1997 (Estimate)
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23,976	21,019	8,712	8,135
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Part 1 -- PURPOSE AND SCOPE

Program costs include all pay, allowances, retired pay accrual costs and active duty training (ADT) travel from home to the first duty station and return for officer and enlisted personnel of the Individual Ready Reserve (IRR). The specific objectives of the Mobilization Training Program are to:

1. Provide professional developmental and mobilization specialty training of IRR personnel in the grades, specialties and numbers required to meet Total Army mobilization requirements.
2. Ensure that IRR members have their critically needed mobilization skills and specialties identified, validated and effectively developed, maintained and modernized.
3. Assist in the timely identification, reclassification and requalification of IRR members whose grades and specialties are excess to the Army's projected mobilization requirements.
4. Reduce the increasingly critical Reserve mobilization personnel shortfall by retaining more IRR members qualified to serve effectively immediately upon mobilization.
5. Modernize IRR members' mobilization specialties to ensure they match the wartime skills required by the Army's state-of-the-art equipment, tactics and doctrine.

The Mobilization Training Program, as a vital part of the Army Reserve's training management system, efficiently focuses training resources upon meeting identified requirements. All funds expended under this critical program, with the exception of those contained in the Service Mission/Mission Support and Operational Training (support of Annual Training) categories are applied directly to provide training prior to mobilization to update, improve and maintain those vital individual warfighting skills which cannot be perfected in a postmobilization environment. The Service Mission/Mission Support and Operational Training categories contain funds for tours of Active Duty for Special Work (ADSW). IRR soldiers who perform tours of ADSW provide essential support for the accomplishment of specified USAR missions, projects or exercises and usually receive training benefit from the tours while working in their mobilization specialties.

This program enhances troop program unit training by utilizing selected IRR personnel working in their mobilization specialties to fill selected Reserve annual training support requirements and other activities supporting the USAR. The program also includes funds to support attendance by nonunit reservists selected by DA Board action at various service colleges and schools.

Reserve Personnel, Army  
Mobilization Training (continued)

SCHEDULE OF INCREASES AND DECREASES  
Mobilization/IMA Training  
(Dollars in Thousands)

FY 1995 DIRECT PROGRAM	21,019
Increases:	
Pricing Increases:	
FY 1995 Military Pay Annualization (2.6% pay raise) effective 1 Jan 1995.	93
FY 1996 Military Personnel pay (2.4% pay raise/3.4% BAQ) effective 1 Jan 1996.	257
Purchase Inflation (3.0% increase)	82
Total Increases	432
Decreases:	
Pricing Decreases:	
Retired Pay Accrual Change (from 10.5% to 9.6%)	-85
Total Pricing Decreases:	-85
Program Decreases:	
Program Decreases:	
Program decreases due to funding of higher priority programs.	-12,654
Total Program Decreases:	-12,654
Total Decreases	-12,739
FY 1996 DIRECT PROGRAM	8,712

Reserve Personnel, Army  
Mobilization Training (continued)

SCHEDULE OF INCREASES AND DECREASES  
Mobilization/IMA Training  
(Dollars in Thousands)

8,712

FY 1996 DIRECT PROGRAM

Increases:

Pricing Increases:

FY 1996 Military Pay Annualization (2.4% pay raise/3.4% BAQ) effective 1 Jan 1996.  
FY 1997 Military Personnel pay (3.1% pay raise) effective 1 Jan 1997.  
Purchase Inflation (3.0% increase)

Total Pricing Increases:

Total Increases

Decreases:

Pricing Decreases:

Retired Pay Accrual Change (from 9.6% to 8.7%)

Total Pricing Decreases:

Program Decreases:

Program Decreases:

Slight decrease of Operational Training support requirements

Total Program Decreases:

Total Decreases

FY 1997 DIRECT PROGRAM

38  
146  
25

208

208

-42

-42

-742

-742

-784

8,135

Reserve Personnel, Army  
Mobilization Training (continued)

Part 2 - JUSTIFICATION OF FUNDS REQUESTED

Operational Training: Periods of voluntary duty (ADSW) during which members of the Individual Ready Reserve (IRR) serving in their mobilization specialties, provide essential support functions (e.g., operations, administration, logistical, finance, transportation, medical, etc) at posts, camps and other installations where units of the Selected Reserve perform Annual Training. This subcategory also includes tours of duty during which IRR soldiers provide support for exercises, as opposed to exercise participation. The primary purpose of the duty is to provide support, not to receive training..

	Partic- ipants	1994 (Actual)		Amount	Partic- ipants	1995 (Estimate)		Amount	Partic- ipants	1996 (Estimate)		Amount
		Man Days	Rate (Avg)			Man Days	Rate (Avg)			Man Days	Rate (Avg)	
Operational Training												
Officer	115	4,080	213.99	873	55	1,728	218.33	377	229	7,206	221.71	1,598
Enlisted	119	10,098	128.80	1,301	419	21,999	131.29	2,888	293	15,369	133.28	2,048
Officer and Enlisted	234	14,178		2,174	474	23,727		3,265	521	22,574		3,646

	Partic- ipants	1997 (Estimate)		Amount
		Man Days	Rate (Avg)	
Operational Training				
Officer	151	4,758	225.87	1,075
Enlisted	210	11,017	135.70	1,495
Officer and Enlisted	361	15,775		2,570

Exercises: Periods of voluntary duty (ADT) during which IRR members participate in field and command post exercises with Active and/or Reserve Component units, staffs and agencies and with other uniformed services of the United States. The primary purpose of these tours is to maintain or improve mobilization skills. The tours are planned and organized as opposed to support of exercises.

	Partic- ipants	1994 (Actual)		Amount	Partic- ipants	1995 (Estimate)		Amount	Partic- ipants	1996 (Estimate)		Amount
		Man Days	Rate (Avg)			Man Days	Rate (Avg)			Man Days	Rate (Avg)	
Exercises												
Officer	209	5,503	236.50	1,301	84	1,927	241.44	465	142	3,240	245.35	795
Enlisted	200	3,587	137.05	492	830	15,628	139.72	2,184	0	0		0
Officer and Enlisted	409	9,090		1,793	914	17,555		2,649	142	3,240		795

	Partic- ipants	1997 (Estimate)		Amount
		Man Days	Rate (Avg)	
Exercises				
Officer	99	2,275	250.13	569
Enlisted	0	0		0
Officer and Enlisted	99	2,275		569



Reserve Personnel, Army  
Mobilization Training (continued)

Service Mission/Mission Support: Periods of voluntary duty (ADSW) during which IRR soldiers undertake critical Reserve Component related projects which require USAR expertise. Such duty may involve the accomplishment of projects or USAR missions specified by JCS or DA (or requested by MACOMs or lower headquarters), support or administration, or participation in a study group. It may also involve performance as a USARF (US Army Reserve Forces) school support staffer or instructor, or the performance of USAR recruiting or retention duties. This subcategory includes the support of (as opposed to being trained in) marksmanship training and events. Service Mission/Mission Support also includes support for IRR screening.

	Partic- ipants	1994 (Actual)			1995 (Estimate)			1996 (Estimate)				
		Man Days	Rate (Avg)	Amount	Partic- ipants	Man Days	Rate (Avg)	Amount	Partic- ipants	Man Days	Rate (Avg)	Amount
Service Mission/Mission Support												
Officer	1,120	16,050	265.34	4,259	384	5,249	270.45	1,419	178	2,437	274.46	669
Enlisted	240	4,404	163.98	722	2,040	28,807	167.09	4,813	137	1,933	169.66	328
Officer and Enlisted	1,360	20,454		4,981	2,424	34,055		6,233	315	4,370		997

Partic- ipants	1997 (Estimate)		
	Man Days	Rate (Avg)	Amount
Officer	265	3,626	279.38
Enlisted	202	2,854	172.73
Officer and Enlisted	467	6,480	

Service Mission/Mission Support

IRR Screening: Periods of duty (ADT), normally one day, during which IRR soldiers accomplish the annual screening requirements of Sections 271 of Title 10, United States Code, Armed Forces. Requirements include maintaining the current status of each member's physical condition, dependency status, military qualifications, civilian occupational skills, availability of service and other information prescribed by the Secretary of the Army.

	1994 (Actual)			1995 (Estimate)			1996 (Estimate)					
	Partic- ipants	Man Days	Rate (Avg)	Amount	Partic- ipants	Man Days	Rate (Avg)	Amount	Partic- ipants	Man Days	Rate (Avg)	Amount
IRR Screening	3,807	3,807	73.54	280	4,089	4,089	75.38	308	0	0		0
	14,422	14,422	72.67	1,048	16,126	16,126	74.49	1,201	0	0		0
	18,229	18,229		1,328	20,215	20,215		1,509	0	0		0

	Partic- ipants	1997 (Estimate)		
		Man Days	Rate (Avg)	
IRR Screening				
Officer	0	0		
Enlisted	0	0		
Officer and Enlisted	0	0		

IRR Screening

Officer	0	0		0
Enlisted	0	0		0
Officer and Enlisted	0	0		0

**Career Development:** Periods of voluntary duty (ADT) during which individual Ready Reserve soldiers enhance their ability to assume positions of increasing responsibility. Included in this subcategory are funds to support schooling for specialty acquisitions, proficiency maintenance and other types of career development and specialty qualification training at AC installations and DOD schools throughout CONUS and at various overseas locations. The duty is clearly planned and organized as training, the primary purpose being for nothing but training. This subcategory also includes Officer Basic Course (OBC) for other than Reserve Officer training Corps-Reserve Forces Duty (ROTC-RFD) commissionees, instructor training, continuing health education tours for medical members, continuing legal education tours for IRR/IMA JAG officers, special branch schooling and conference/seminar participation for the purpose of acquiring or sustaining professional skills.

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Reserve Personnel, Army  
Mobilization Training (continued)

Management Support: Periods of voluntary duty (ADT) during which Individual Ready Reserve (IRR) soldiers serve with Active or Reserve Component units in positions appropriate to their grades and mobilization specialties. This training takes place under field conditions wherever possible, providing realistic hands-on training in wartime skills and ensures participating IRR members familiarity with the doctrine, tactics and equipment of today's Army.

	1994 (Actual)			1995 (Estimate)			1996 (Estimate)		
	Partic- ipants	Man Days	Rate (Avg)	Amount	Partic- ipants	Man Days	Rate (Avg)	Amount	Partic- ipants
Management Support									
Officer	606	7,896	239.03	1,887	137	1,306	243.74	318	361
Enlisted	482	39,496	87.57	3,459	545	11,474	89.58	1,028	154
Officer and Enlisted	1,088	47,392		5,346	682	12,780		1,346	515

	1997 (Estimate)			1998 (Estimate)			1999 (Estimate)		
	Partic- ipants	Man Days	Rate (Avg)	Amount	Partic- ipants	Man Days	Rate (Avg)	Amount	Partic- ipants
Management Support									
Officer	276	2,637	252.07	665					
Enlisted	118	2,484	93.16	231					
Officer and Enlisted	394	5,121		896					

Competitive Events: Provides pay and allowances, travel, per diem and entry fees for IRR participation (ADT) in marksmanship training, clinics, tests and All Army, Inter-Service, Olympic and International competition. This training involves actual participation in various competitive events, to include Camp Perry and Confederation of Interallied Reserve Officers (CIOR).

	1994 (Actual)			1995 (Estimate)			1996 (Estimate)		
	Partic- ipants	Man Days	Rate (Avg)	Amount	Partic- ipants	Man Days	Rate (Avg)	Amount	Partic- ipants
Competitive Events									
Officer	171	1,230	311.18	383	30	231	317.61	73	43
Enlisted	280	1,754	258.45	453	536	3,625	263.78	956	72
Officer and Enlisted	451	2,984		836	566	3,855		1,029	115

	1997 (Estimate)			1998 (Estimate)			1999 (Estimate)		
	Partic- ipants	Man Days	Rate (Avg)	Amount	Partic- ipants	Man Days	Rate (Avg)	Amount	Partic- ipants
Competitive Events									
Officer	42	1,778	280.11	498					
Enlisted	72	2,582	204.64	528					
Officer and Enlisted	114	4,360		1,026					

Reserve Personnel, Army  
Mobilization Training (continued)

Totals:

	1994 (Actual)			1995 (Estimate)			1996 (Estimate)					
	Partic- ipants	Man Days	Rate (Avg)	Amount	Partic- ipants	Man Days	Rate (Avg)	Amount	Partic- ipants	Man Days	Rate (Avg)	Amount
Total												
Officer	9,303	66,738	237.20	15,831	5,949	26,922	217.75	5,862	1,205	21,902	238.82	5,231
Enlisted	16,137	78,516	103.74	8,145	21,643	112,254	135.02	15,157	803	25,200	138.15	3,481
Officer and Enlisted	25,440	145,255		23,976	27,592	139,176		21,019	2,007	47,102		8,712

1997 (Estimate)

	Partic- ipants	Man Days	Rate (Avg)	Amount
Total				
Officer	1,183	20,305	245.41	4,983
Enlisted	803	21,760	144.86	3,152
Officer and Enlisted	1,986	42,065		8,135

Funded Reimbursable Program

	1994 (Actual)	1995 (Estimate)	1996 (Estimate)	1997 (Estimate)
Reimbursable Requirements	254	467	360	302

These requirements represent anticipated reimbursements from the Federal Emergency Management Agency (FEMA) and the Director of Civilian Marksmanship (DCCM) for additional tours of Active Duty for Training (ADT) and Active Duty for Special Work (ADSW) performed by IRR soldiers.

Appropriation  
 Reserve Personnel, Army  
 Budget Program, Program Element/Aggregation or Budget Project Account  
 4000 Reserve Component Personnel  
 Budget Activity 2R: 4F00 - School Training (Troop Program Unit Personnel)

1994 (Actual)	1995 (Estimate)	1996 (Estimate)	1997 (Estimate)
61,726	80,749	64,867	57,993

Part 1 - - PURPOSE AND SCOPE

Program costs for this activity include all pay, allowances, retired pay accrual costs, and training travel from home to the first duty station and return for officer and enlisted personnel assigned to troop program units of the Army Reserve attending Army service school/college courses in an active duty for training (ADT) status. Specific objectives of this activity are to:

1. Provide USAR troop program unit personnel with formal school training critical to the achievement of proficiency standards in individual skills required for mobilization.
2. Provide formal professional development schooling needed to enable USAR troop program unit personnel to assume progressively higher levels of responsibility.
3. Provide USAR troop program unit personnel the formal school training required to maintain adequate levels of proficiency in their required wartime skills. US Army Reserve personnel are authorized to attend Army service schools, Army area schools, USARF schools, and other military school programs in an ADT status for skill qualification and career development.
4. Support the Reserve Component Training Development Action Plan (RCTDAP) providing increased opportunities for troop program unit members to attend required military schooling for Initial Skill Acquisition Training and Career Development Training.

Reserve Personnel, Army  
School Training (continued)

SCHEDULE OF INCREASES AND DECREASES  
School Training  
(Dollars In Thousands)

FY 1995 DIRECT PROGRAM

80,749

Increases:

Pricing Increases:

FY 1995 Military Personnel Pay Annualization (2.6% pay raise) effective 1 Jan 1995. 398  
FY 1996 Military Personnel Pay (2.4% pay raise/3.4% RAQ) effective 1 Jan 1996. 1,101  
Purchase Inflation (3.0% increase) 230

Total Pricing Increases:

1,729

Total Increases

1,729

Decreases:

Pricing Decreases:

Retired Pay Accrual Rate Change (10.5% to 9.6%)

-385

Total Pricing Decreases:

-385

Program Decreases:

Program Decreases

-17,226

This is one of two programs which sustain the major reductions to the budget. Other programs are governed by statute.  
This decrease reflects reductions to the RPA budget and increased statutory requirements in other programs.

Total Program Decreases:

-17,226

Total Decreases

-17,611

FY 1996 DIRECT PROGRAM

64,867

Reserve Personnel, Army  
School Training (continued)

SCHEDULE OF INCREASES AND DECREASES  
School Training  
(Dollars In Thousands)

64,867

FY 1996 DIRECT PROGRAM

Increases:

Pricing Increases:

FY 1996 Military Personnel Pay Annualization (2.4% pay raise/3.4% BAQ) effective 1 Jan 1996.  
FY 1997 Military Personnel Pay (3.1% pay raise) effective 1 Jan 1997.  
Purchase Inflation (3.0% increase)

295  
1,143  
224

Total Pricing Increases:

Total Increases

1,662  
1,662

Decreases:

Pricing Decreases:

Total Pricing Decreases:

-311

Program Decreases:

Program Decreases

-8,225

This is one of two programs which sustain the major reductions to the budget. Other programs are governed by statute.  
This decrease reflects reductions to the RPA budget and increased statutory requirements in other programs.

Total Program Decreases:

-8,225

Total Decreases

-8,536

FY 1997 DIRECT PROGRAM

57,993

Reserve Personnel, Army  
School Training (continued)

Part 2 - JUSTIFICATION OF FUNDS REQUESTED

Career Development Training: Provides formal military professional education programs varying in length and designed to provide instruction and training leading to the development of Reservists' professional expertise. Includes attendance at courses of instruction at Army service schools and senior service colleges for officer and enlisted personnel, at seminars, and at orientation courses. Also supports participation in special qualification training for officer and enlisted personnel.

		1994 (Actual)		1995 (Estimate)		1996 (Estimate)	
Parti- cipants	Man Days	Rate (Avg)	Amount	Parti- cipants	Man Days	Rate (Avg)	Amount
<b>Career Development</b>							
Officer	11,867	103,548	210.75	21,822	14,705	128,317	27,598
Enlisted	12,429	124,874	102.20	12,762	16,067	161,422	16,879
Subtotal	24,296	228,422		34,584	30,772	289,740	44,477
							218.67
							21,960
							13,588
							35,548

		1997 (Estimate)	
Parti- cipants	Man Days	Rate (Avg)	Amount
<b>Career Development</b>			
Officer	9,733	84,932	222.94
Enlisted	11,216	112,689	108.96
Subtotal	20,949	197,621	
			18,935
			12,278
			31,213



Reserve Personnel, Army  
School Training (continued)

Initial Skill Acquisition Training: Provides training necessary to acquire initial military and/or military specialty skills. It includes the initial skill training of newly commissioned officers (except ROTC graduates), and retraining of officer and enlisted personnel in other required military occupational fields. The training is conducted primarily in Army service schools and Reserve Component Training Institutions (RCTIs). Specific course selection and length of training are tailored to each individual's specialty. Many replacements will be prior service enlistees who must retrain in specialties required for their Selected Reserve assignment. This activity supports all personnel currently assigned to USAR troop program units other than nonprior service personnel on Initial Active Duty for Training (IADT) (Pay Category F).

	Parti- cipants	1994 (Actual)			Parti- cipants	1995 (Estimate)			Parti- cipants	1996 (Estimate)		
		Man Days	Rate (Avg)	Amount		Man Days	Rate (Avg)	Amount		Man Days	Rate (Avg)	Amount

Initial Skills

Officer	495	14,154	185.10	2,620	641	18,329	188.96	3,464	507	14,506	192.12	2,787
Enlisted	5,797	210,611	78.83	16,602	7,477	271,639	80.70	21,922	5,904	214,490	82.25	17,641
Subtotal	6,292	224,765		19,221	8,118	289,969		25,386	6,411	228,996		20,428

	Parti- cipants	1997 (Estimate)		
		Man Days	Rate (Avg)	Amount

Initial Skills

Officer	522	14,936	195.91	2,926
Enlisted	4,755	172,747	84.09	14,526
Subtotal	5,277	187,684		17,453

Reserve Personnel, Army  
School Training (continued)

Officer Candidate School (OCS): Supports enlisted participation in full time or State OCS Programs which provide officer candidate training leading to a commission in the US Army Reserve (USAR). The number of reservists participating is determined by the number of qualified reservists available and officer vacancies in USAR units. Newly commissioned officers graduating from OCS are assigned to USAR units with vacancies for which they are qualified to fill.

		1994 (Actual)			1995 (Estimate)			1996 (Estimate)				
	Parti- cipants	Man Days	Rate (Avg)	Amount	Parti- cipants	Man Days	Rate (Avg)	Amount	Parti- cipants	Man Days	Rate (Avg)	Amount
Officer's Candidate School												
Enlisted	14	252	102.02	26	57	3,840	104.12	400	103	4,292	105.96	455
Subtotal	14	252		26	57	3,840		400	103	4,292		455

		1997 (Estimate)		
	Parti- cipants	Man Days	Rate (Avg)	Amount
Officer's Candidate School				
Enlisted	103	4,292	108.08	464
Subtotal	103	4,292		464

Officer's Candidate School

Enlisted	103	4,292	108.08	464
Subtotal	103	4,292		464

Prior Service Training: Supports the immediate qualification of separating and recently separated Active Component personnel in new specialties appropriate to the positions for which they have enlisted in local Army Reserve troop program units. Specialties required by available USAR troop units frequently do not match the qualifications of prior service personnel seeking USAR unit assignments. This Active Duty for Training program ensures that soldiers current skills match their units' manning requirements. Improved individual skill qualification directly affects unit readiness.

		1994 (Actual)			1995 (Estimate)			1996 (Estimate)				
	Parti- cipants	Man Days	Rate (Avg)	Amount	Parti- cipants	Man Days	Rate (Avg)	Amount	Parti- cipants	Man Days	Rate (Avg)	Amount
Prior Service Training												
Enlisted	105	7,524	66	500	135	9,665	68	658	106	7,620	69	528
Subtotal	105	7,524		500	135	9,665		658	106	7,620		528

		1997 (Estimate)		
	Parti- cipants	Man Days	Rate (Avg)	Amount
Prior Service Training				
Enlisted	178	7,834	71	555
Subtotal	178	7,834		555

Prior Service Training

Enlisted	178	7,834	71	555
Subtotal	178	7,834		555

Reserve Personnel, Army  
School Training (continued)

Refresher and Proficiency Training: Provides reservists training to attain and maintain proficiency in the specific military specialties in which they have been initially qualified. It includes advanced technical and qualification training appropriate to each reservist's prior qualifications (experience and training) and to his potential assignment within the Selected Reserve.

	Parti- cipants	1994 (Actual)			1995 (Estimate)			1996 (Estimate)				
		Man Days	Rate (Avg)	Amount	Parti- cipants	Man Days	Rate (Avg)	Amount	Parti- cipants	Man Days	Rate (Avg)	Amount
Refresher & Proficiency												
Officer	4,163	19,021	221.32	4,210	5,390	24,629	226.04	5,567	4,263	19,476	230.01	4,480
Enlisted	4,865	24,719	123.51	3,053	6,372	32,374	126.13	4,083	5,039	25,605	128.35	3,286
Subtotal	9,028	43,740		7,263	11,762	57,003		9,650	9,302	45,081		7,766

4,480  
3,286  
7,766

	Parti- cipants	1997 (Estimate)		
		Man Days	Rate (Avg)	Amount

Refresher & Proficiency

Officer	4,389	20,051	234.70	4,706
Enlisted	5,188	26,360	130.97	3,452
Subtotal	9,577	46,412		8,158

Undergraduate Pilot Training: Supports authorized USAR officers, warrant officers, and enlisted personnel who volunteer to train as USAR aviation and/or warrant officers. Applicants must be able to be assigned upon graduation to a troop program unit requiring aviation skills.

	1994 (Actual)			1995 (Estimate)			1996 (Estimate)					
	Parti- Man Days cipants	Rate (Avg)	Amount	Parti- Man Days cipants	Rate (Avg)	Amount	Parti- Man Days cipants	Rate (Avg)	Amount			
Undergrad Pilot												
Officer	33	729	172.65	126	43	961	176.00	169	34	757	178.79	135
Enlisted	8	91	72.56	7	11	122	74.10	9	8	93	75.37	7
Subtotal	41	820		132	54	1,083		178	42	850		142

135  
7  
142

	Parti- cipants	1997 (Estimate)		
		Man Days	Rate (Avg)	Amount

Undergrad Pilot

Officer	35	783	182.10	143
Enlisted	8	91	76.89	7
Subtotal	43	875		150

Reserve Personnel, Army  
School Training (continued)

Total:

	Parti- cipants	1994 (Actual) Man Days	Rate (Avg)	Amount	Parti- cipants	1995 (Estimate) Man Days	Rate (Avg)	Amount	Parti- cipants	1996 (Estimate) Man Days	Rate (Avg)	Amount
Officer	16,557	137,451	209.37	28,778	20,780	172,237	213.65	36,798	16,313	135,163	217.23	29,361
Enlisted	23,218	368,071	89.52	32,948	30,118	479,063	91.74	43,951	23,849	379,582	93.54	35,506
Total	39,775	505,522		61,726	50,897	651,300		80,749	40,162	514,745		64,867

	Parti- cipants	1997 (Estimate) Man Days	Rate (Avg)	Amount
--	-------------------	--------------------------------	---------------	--------

Total

Officer	14,679	120,703	221.28	26,710
Enlisted	21,448	324,015	97.00	31,283
Total	36,127	444,718		57,993

Appropriation  
 Reserve Personnel, Army  
 Budget Program, Program Element/Aggregation or Budget Project Account  
 4000 Reserve Component Personnel  
 Budget Activity 2S: 4G00 - Special Training (Troop Program Unit Personnel)

1994 (Actual)	1995 (Estimate)	1996 (Estimate)	1997 (Estimate)
72,942	77,205	48,253	40,856

Part 1 - PURPOSE AND SCOPE

Program costs for this activity include pay, allowances, retired pay accrual costs, and training travel from home to the first duty station and return for tours of Active Duty for Training (ADT) and Active Duty for Special Work (ADSW) performed by USAR personnel assigned to Troop Program Units (TPUs). These tours support projects and programs related to the US Army Reserve and serve to maintain and improve individual mobilization skill proficiency and unit readiness. Specific objectives of this activity are to:

1. Provide TPU personnel possessing required Reserve Component expertise to support USAR training activities, e.g., development of training policies and programs, development of instructional materials for US Army Reserve Forces schools, and membership on boards.
2. Provide for effective supervision of TPU training programs conducted by subordinate elements to ensure that training is conducted in accordance with Department of the Army policy and doctrine to meet mobilization readiness objectives.
3. Increase mobilization preparedness through participation by TPU personnel in exercises and field training in a simulated mobilization environment with other Army units and units of other services.

Types of special training activities include command and staff supervision, competitive events, exercises, management support, operational training, recruiting retention, service mission/mission support and environmental compliance. This program supports the Congressional language pertaining to ADSW. TPU soldiers who perform tours of ADSW provide essential support for the accomplishment of specified USAR missions, projects, exercises, or for units, which could not be accomplished otherwise. Soldiers usually receive training benefit while performing ADSW tours, but this benefit is considered secondary or incidental to the accomplishment of necessary work.

Reserve Personnel, Army  
Special Training (continued)

SCHEDULE OF INCREASES AND DECREASES  
Special Training  
(Dollars In Thousands)

FY 1995 DIRECT PROGRAM

77,205

Increases:

Pricing Increases:

FY 1995 Military Personnel Pay Annualization (2.6% pay raise) effective 1 Jan 1995. 396  
FY 1996 Military Personnel Pay Annualization (2.4% pay raise/3.4% BAO) effective 1 Jan 1996. 1,097  
Purchase Inflation (3.0% increase) 243

Total Pricing Increases: 1,736

Program Increases:

Total Increases 1,736

Decreases:

Pricing Decreases:

Retired Pay Accrual Rate Change (10.5% to 9.6%) -384

Total Pricing Decreases: -384

Program Decreases:

Program Decreases -30,304

The is one of two programs which sustain major reductions to the budget. Other programs are governed by statute.  
This decrease reflects reductions to the RPA budget and increased statutory requirements in other programs..

Total Program Decreases: -30,304

Total Decreases -30,688

FY 1996 DIRECT PROGRAM

48,253

Reserve Personnel, Army  
Special Training (continued)

SCHEDULE OF INCREASES AND DECREASES  
Special Training  
(Dollars In Thousands)

FY 1996 DIRECT PROGRAM 48,253

Increases:

Pricing Increases:

FY 1996 Military Personnel Pay Annualization (2.4% pay raise/3.4% BAQ) effective 1 Jan 199

229

FY 1997 Military Personnel Pay Annualization (3.1% pay raise) effective 1 Jan 1997.

887

Purchase Inflation (3.0% increase)

143

Total Pricing Increases:

1,259

Program Increases:

Total Increases

1,259

Decreases:

Pricing Decreases:

Retired Pay Accrual Rate Change (from 9.6% to 8.7%)

-242

Total Pricing Decreases:

-242

Program Decreases:

Program Decreases

-8,414

This is one of two programs which sustain major reductions to the budget. Other programs are governed by statute.  
This decrease reflects reductions to the RPA budget and increased statutory requirements in other programs.

Total Program Decreases:

-8,414

Total Decreases

-8,656

FY 1997 DIRECT PROGRAM

40,856

Reserve Personnel, Army  
Special Training (continued)

Part 2 - JUSTIFICATION OF FUNDS REQUESTED

Command/Staff Supervision: Supports tours (ADSW) during which commanders and staff personnel evaluate the effectiveness of peacetime training and determine unit capability to respond to wartime tasking. These tours include annual training planning conferences, Reserve Component Overseas Deployment Training (RCODT) planning conferences, mobilization readiness reviews, staff visits, training assistance visits, food service reviews, ground safety inspections, physical security inspections, IG investigations, IG assistance visits, internal review audits, command inspection program (CIP), command visitation program (CVP), logistics inspections, CG review and analysis briefings, internal control visits, command management briefings, supervision of unit activities, unit status reporting, facilities inspections, and staff supervision of instruction. The purpose of tours in this subcategory is the accomplishment of work, not engagement in skill or proficiency training.

1994 (Actual)		1995 (Estimate)		1996 (Estimate)		1997 (Estimate)	
Parti- cipants	Man Days	Rate (Avg)	Amount	Parti- cipants	Man Days	Rate (Avg)	Amount
Officer	4,925	12,702	288.99	3,671	5,091	13,130	295.49
Enlisted	2,758	11,164	135.04	1,508	2,850	11,537	138.07
Subtotal	7,683	23,866	5,178	7,941	24,667	15,130	3,420

Command and Staff Supervision

Competitive Events: Provides pay, allowances, travel, per diem and entry fees for unit members to participate (ADT) in marksmanship training, clinics, tests, and All Army, Inter-Service, Olympic and international competition. This training involves actual participation in various competitive events, to include Camp Perry and Interallied Confederation of Reserve Officers (CIOR). Tours during which unit members support (ADSW) such training and competition, as well as support tours for marksmanship training, are included in the Management Support subcategory.

1994 (Actual)		1995 (Estimate)		1996 (Estimate)		1997 (Estimate)	
Parti- cipants	Man Days	Rate (Avg)	Amount	Parti- cipants	Man Days	Rate (Avg)	Amount
Officer	399	1,668	258.77	432	413	1,725	264.39
Enlisted	811	3,335	163.47	545	839	3,450	167.02
Subtotal	1,210	5,003	977	977	1,252	5,176	1,032

Competitive Events



Reserve Personnel, Army  
Special Training (continued)

Exercises: Includes tours (ADT) during which unit members participate in field training exercises with reserve component or active component units, staffs, and agencies, and with other unformed services of the United States. The primary purpose of these tours is to maintain or improve mobilization skills. The tours are planned and organized training as opposed to support of exercises.

Exercises	1994 (Actual)			1995 (Estimate)			1996 (Estimate)			1997 (Estimate)			
	Parti- cipants	Man Days	Rate Amount (Avg)	Parti- cipants	Man Days	Rate Amount (Avg)	Parti- cipants	Man Days	Rate Amount (Avg)	Parti- cipants	Man Days	Rate Amount (Avg)	
Officer	3,611	42,639	198.88	3,728	44,026	203.61	8,964	2,287	27,002	207.45	1,987	23,459	212.07
Enlisted	2,913	47,436	100.81	3,007	48,970	103.21	5,054	1,785	30,030	105.20	1,488	24,230	107.57
Subtotal	6,524	90,075	13,262	6,735	92,996	14,018	14,018	4,072	57,032	8,761	3,475	47,690	7,581

Management Support: Includes tours (ADSW) whose purpose is the accomplishment of projects directed by headquarters below DA level which may be of a recurring nature, generally involving organizational administration, finance, personnel, logistics, maintenance, and training support. This subcategory includes annual training evaluation, AF site support, exercise support (not participation), Staff Judge Advocate (SJA) activities, Surgeon activities, Chaplain activities, boards, HIV briefings, alcohol and drug abuse program, equal opportunity activities, SIDPERS, and support of all conferences/workshops. This subcategory also includes support of marksmanship and other competitive events (not direct participation) and US Army Reserve Forces (USARF) school instructor and staff support duty. These tours usually receive training benefit, but this benefit is a by-product incidental to the primary purpose of accomplishing the work. These tours are not planned and organized as training. Rather, they are intended for the accomplishment of tasks. These tours cannot be used for the accomplishment of active component projects.

Management Support	1994 (Actual)			1995 (Estimate)			1996 (Estimate)			1997 (Estimate)			
	Parti- cipants	Man Days	Rate Amount (Avg)	Parti- cipants	Man Days	Rate Amount (Avg)	Parti- cipants	Man Days	Rate Amount (Avg)	Parti- cipants	Man Days	Rate Amount (Avg)	
Officer	14,034	61,446	226.40	14,185	62,102	232.04	14,374	8,473	37,096	236.17	7,227	31,639	241.14
Enlisted	18,382	122,441	105.98	19,192	127,839	108.40	13,858	11,776	78,443	110.41	9,575	63,776	112.80
Subtotal	32,416	183,887	26,888	33,377	189,942	28,232	28,232	20,250	115,538	17,400	16,801	95,415	14,805

Reserve Personnel, Army  
Special Training (continued)

Operational Training: Provides training (ADT) directly related to probable wartime tasks. The training may be received at either organized on-the-job sessions or at formal schoolhouse settings. The training includes soldiers manual common task training, ARTEP tasks/evaluations, CAPSTONE planning/training, Overseas Deployment Training (ODT) for battle book or mission training activities, FORSCOM command language program student testing, instructor training recipients, mobilization/deployment training, REPTRAIN/Consolidated Training Facility (CTF) attendees, Aviation mission training, NBC training (other than exercises and schools), Hands On Training (HOT), counter-terrorism training, and other IDT-related duty training. Sustainment of unit readiness may be accomplished, but only as a by-product of planned and organized training.

	1994 (Actual)			1995 (Estimate)			1996 (Estimate)			1997 (Estimate)		
	Parti- cipants	Man Days	Rate (Avg)	Parti- cipants	Man Days	Rate (Avg)	Parti- cipants	Man Days	Rate (Avg)	Parti- cipants	Man Days	Rate (Avg)
Officer	9,991	41,609	251.64	10,331	43,030	257.17	6,343	26,419	261.75	5,053	21,048	267.21
Enlisted	10,558	69,091	122.89	10,920	71,460	125.56	6,703	43,867	127.81	5,261	34,429	130.46
Subtotal	20,549	110,699	18,961	21,251	114,490	20,039	13,046	70,286	12,522	10,315	55,477	10,116

Operational Training

Recruiting: Includes support tours (ADSW) during which unit members assist the full-time recruiting force by establishing local referral networks within Army Reserve commands, and serve as peer recruiters, appearing at local high schools, public functions, and selected separation centers to discuss the opportunities and benefits of service in the Army Reserve. Duty in this subcategory is for work, not training.

	1994 (Actual)			1995 (Estimate)			1996 (Estimate)			1997 (Estimate)		
	Parti- cipants	Man Days	Rate (Avg)	Parti- cipants	Man Days	Rate (Avg)	Parti- cipants	Man Days	Rate (Avg)	Parti- cipants	Man Days	Rate (Avg)
Officer	161	497	162.02	81	512	165.78	85	102	313	168.81	53	272
Enlisted	1,625	8,011	68.68	550	8,261	70.34	581	1,029	5,075	71.69	364	4,405
Subtotal	1,786	8,508	631	1,841	8,773	666	666	1,131	5,388	417	982	4,677

Recruiting

Retention: Provides training for support tours (ADSW) during which unit members assist their full-time retention staff. Included in this subcategory are retention awareness, counseling, staff assistance visits, automation, and recruiting partnership council meetings attendance/support. Tours in this subcategory are essential to the Army's efforts to retain skilled and experienced soldiers assigned to units of the Selected Reserve. These funds will not be used for soldiers receiving re-enlistment counseling. This subcategory is for the accomplishment of work, not engagement in training.

	1994 (Actual)			1995 (Estimate)			1996 (Estimate)			1997 (Estimate)		
	Parti- cipants	Man Days	Rate (Avg)	Parti- cipants	Man Days	Rate (Avg)	Parti- cipants	Man Days	Rate (Avg)	Parti- cipants	Man Days	Rate (Avg)
Officer	470	1,396	214.52	299	1,445	219.36	317	299	887	223.28	198	772
Enlisted	1,832	6,628	130.31	864	6,860	133.04	913	1,164	4,211	135.39	570	3,665
Subtotal	2,302	8,024	1,163	2,383	8,305	1,230	768	1,463	5,098	1,013	4,437	4,682

Retention

Reserve Personnel, Army  
Special Training (continued)

Service Mission/Mission Support: Includes tours (ADSW) during which unit members provide support for missions or projects directed for USAR accomplishment by DA or higher authority. Examples include Civil Engineering Support Plan (CESP) development, JCS or DA-directed Civil Affairs projects, participation in DA-directed study groups, Camp Perry marksmanship planning, preparation and support, or duty with the DA Staff to accomplish a one-time USAR-related project. Public Affairs programs, command information, community relations, media relations and Executive Support of the Guard and Reserve (ESGR) are also included in this subcategory. The primary purpose of this duty is to accomplish work; the training received by unit members is a by-product.

	1994 (Actual)			1995 (Estimate)			1996 (Estimate)			1997 (Estimate)						
	Parti- cipants	Man Days	Rate (Avg)	Parti- cipants	Man Days	Rate (Avg)	Parti- cipants	Man Days	Rate (Avg)	Parti- cipants	Man Days	Rate (Avg)				
Service Mission/Mission Support																
Officer	3,031	15,405	168.05	2,589	3,135	15,934	171.73	2,736	1,925	9,786	174.72	1,710	1,676	8,518	178.32	1,519
Enlisted	4,589	34,152	86.62	2,958	4,740	35,279	88.64	3,127	2,908	21,641	90.29	1,954	2,527	18,810	92.27	1,735
Subtotal	7,620	49,557		5,547	7,875	51,213		5,863	4,833	31,427		3,664	4,203	27,328		3,254

Environmental Compliance: These funds provide for pay and allowances for officers and enlisted soldiers supporting installation compliance with environmental laws and regulations.

	1994 (Actual)			1995 (Estimate)			1996 (Estimate)			1997 (Estimate)						
	Parti- cipants	Man Days	Rate (Avg)	Parti- cipants	Man Days	Rate (Avg)	Parti- cipants	Man Days	Rate (Avg)	Parti- cipants	Man Days	Rate (Avg)				
Environmental Compliance Support																
Officer	487	1,180	169.49	200	188	941	230.49	217	256	1,282	234.47	220	0	0	239.23	0
Enlisted	405	1,135	118.96	135	834	4,170	104.29	435	825	4,125	106.17	438	807	4,034	108.37	437
Subtotal	892	2,315		335	1,022	5,111		652	1,081	5,407		657	807	4,034		437

PROGRAM TOTAL:

	1994 (Actual)			1995 (Estimate)			1996 (Estimate)			1997 (Estimate)						
	Parti- cipants	Man Days	Rate (Avg)	Parti- cipants	Man Days	Rate (Avg)	Parti- cipants	Man Days	Rate (Avg)	Parti- cipants	Man Days	Rate (Avg)				
Officer	37,109	178,542	224.78	40,133	37,724	182,846	230.42	42,096	23,060	111,896	233.85	26,146	19,226	93,631	238.99	22,359
Enlisted	43,872	303,392	108.14	32,809	45,954	317,827	110.47	35,110	28,453	196,582	112.46	22,108	23,531	161,340	114.65	18,498
Subtotal	80,981	481,934		72,942	83,678	500,673		77,205	51,513	308,478		48,253	42,757	254,971		40,856

Reserve Personnel, Army  
Special Training (continued)

Funded Reimbursable Program:

	1994 (Actual)	1995 (Estimate)	1996 (Estimate)	1997 (Estimate)
Reimbursable Requirements	562	937	307	334

The requirements above represent anticipated reimbursements from the Federal Emergency Management Agency (FEMA) and Selective Service System for additional tours of duty for training (ADT) and active duty for special work (ADSW) performed by reservists assigned to these organizations on a reimbursable basis.

Appropriation  
Reserve Personnel, Army  
Budget Program, Program Element/Aggregation or Budget Project Account  
4000 Reserve component Personnel  
Budget Activity 2T: 4H00 - Administration and Support

1994 (Actual)	1995 (Estimate)	1996 (Estimate)	1997 (Estimate)
757,789	786,516	798,220	747,860

PART 1 -- PURPOSE AND SCOPE

1. Active Guard/Reserve Personnel (AGR)

The funds requested in this budget activity are to provide for pay and allowances, retired pay accrual costs, uniform allowances, subsistence, and permanent change of station travel (including PCS-TDY in route) costs of Army Reserve officers and enlisted personnel serving on active duty as authorized by Sections 175, 265, 672(d), 678(a)(b), 3038, and 3033 (h) Title 10, United States Code.

The AGR soldier is an Army Reserve member serving on active military service in the Full Time Support Program. The AGR soldier works full time for the purposes of organizing, administering, recruiting, instructing and training the Army Reserve. The majority of AGR soldiers serve in troop units at Major US Army Reserve Command (MUSARC) level and below. They are directly involved in preparing reserve units to mobilize and execute their wartime missions. They perform training, supply, and maintenance tasks required to ensure unit readiness and to maximize available training time for drilling reservists. AGRs deploy keeping reserve units filled with qualified personnel, a vital aspect of readiness. AGRs also serve in management headquarters up to Department of the Army and Department of Defense to provide Reserve Component expertise essential to the development of the Total Army Concept for training, mobilization, and wartime employment.

Over the past several years, more and more active Army missions have been transferred to the Army Reserve. The Army has been able to meet these missions because full time support personnel, especially AGR, have been available to support reserve unit commanders.

AGR soldiers must meet the same standards as soldiers in the Active Army. They compete against each other, members of the Individual Reserve, and troop program unit members for promotion. They serve in areas that are generally remote from an active Army installation. Some AGR soldiers can achieve active retirement (Title 11) under this program.

The Active Guard/Reserve Program consists of the following categories:

- Personnel/Finance Support. Provides Army Reserve personnel to administer and operate the USAR pay (DJMS-RC) and personnel systems (SIDPERS). The DJMS-RC pay system processes payments for USAR troop program unit personnel taking part in Inactive Duty Training (IDT).
- Readiness Support. Provides USAR personnel at Active Army installations or headquarters elements to accomplish special purpose functions relating to USAR operations, administration, and logistical requirements.
- Recruiting. Provides USAR personnel at Major Army Commands, Region Recruiting Commands, District Recruiting Commands and recruiting stations to operate the USAR recruiting programs.
- Retention. Provides USAR personnel at Major Army commands, Continental US Armies, and Major USAR Command levels to operate the USAR retention program.
- Unit Full Time Support. Provides USAR personnel to troop program units specifically to increase readiness/mobilization capability.
- Career Management. Provides USAR personnel to administer the USAR Officer and Enlisted Personnel Management System.

Reserve Personnel, Army  
Administration and Support (continued)

g. Control/Policy Tours. Provides AGR personnel (officers only) who perform full-time duty under the provisions of Sections 175 (a) (9), 265, 672 (d), 678 (a), and 3033 (h) of title 10, U.S.C. Includes USAR officer advisors at various commands/agencies who perform USAR administration, training, and logistical activities.

- (1) Section 175 (a) (9). Reserve Forces Policy Board
- (2) Section 265. Policies and Regulations: Participation of Reserve Officers in Preparation and Administration.
- (3) Section 678 (a) (b). Reserve: For Organizing, Administering, etc., Reserve Components.
- (4) Section 672 (d) Reserve Components Generally.
- (5) Section 3021 (h). Reserve Components of Army: Policies and Regulations for Government of.

2. Incentives

The funds requested here provide re-enlistment, enlistment, educational, and affiliation bonuses to qualified individuals. Title 37 U.S.C., Ch. 5, provides for the payment of Enlistment, Re-enlistment, Affiliation and similar Cash Bonuses to selected enlisted members. Title 10 U.S.C., Ch. 105, Sec. 2128, provides for the Specialized Training Assistance Program (STRAP) payments of a stipend to officers engaged in training for health professions specialties critically needed in wartime. The National Defense Authorization Act, FY 1989, Sec 613, as amended, authorizes special bonuses to health professionals who sign a commitment to serve in the Selected Reserve for up to 3 years. These financial incentives are not intended to encompass the entire reserve force.

The following summary explains the detail of the Selected Reserve Incentive Program (SRIP).

Reserve Incentives - Enlisted: These funds provide the payments to selected members for:

Enlistment Bonuses: Non- Prior Service (NPS) enlisted for six years, high school graduate: \$2,000 for critical skills, \$1,500 for critical units; payable one-half initial payment; one-fourth of total anniversary payments, second and fourth year. Enlistment Bonus - Army Civilian Acquired Skill Program (ACASP). Non-Prior Service (NPS) Enlistment for six year, High School Grad, Critical Civilian Acquired Skills: \$5,000 payable: \$2,500 at completion of initial training; \$1,000 payable at end of third anniversary of date of enlistment; and, \$1,500 payable at end of fifth anniversary date of enlistment.

Re-enlistment Bonuses: Re-enlists/extends for three-six years; vacancy in critical unit/skill; paid \$1,250 for three, four, or five year re-enlistment; payable \$250 at re-enlistment, \$200 on first anniversary, and \$400 on second and third anniversaries. Paid \$2,500 for six year re-enlistment; payable \$500 at re-enlistment, \$200 on first anniversary, \$300 on second and third anniversaries, and \$400 on fourth, fifth, and sixth anniversaries.

Affiliation Bonus: Reservists serving or served on active duty; has remaining military service obligation (MSO); affiliated with USAR unit; payable \$50 per month of MSO at enlistment if MSO is 18 month or less; if MSO is greater than 18 months, paid, one half at enlistment and remaining at fifth anniversary of start of MSO.

Prior Service Enlistment Bonus: This bonus is offered to eligible prior service personnel enlisting in the Selected Reserve for periods of three or six years. A total bonus of \$2,500 is offered to those enlisting for three years and a total bonus of \$5,000 to those enlisting for six years. Three year bonus initial payment of \$1,250, with anniversary payments of \$416.66 at end of each year of satisfactory service for term of original contract. Six year bonus initial payment of \$2,500, with anniversary payments of \$416.66 at end of each year of satisfactory service for term of original contract.

Loan Repayment: Enlists for six years or re-enlists/extends for three-six years; high school graduate; critical MOS; repays 15 percent of the original outstanding loan balance and accrued interest not paid by the Department of Education or \$500, whichever is greater, up to a maximum of \$1,500 for each year of satisfactory service. In no case will payment exceed the amount required to liquidate the loan of \$10,000, whichever is less.

New Specialized Training Assistance Program (STRAP): The stipend is to provide financial assistance to persons engaged in specialized training in the health professions. The payment is at the same level as students enrolled in the Health Profession s Scholarship Program. Available to Selected Reserve Members as well as IRR for 1/2 stipend amount.

Reserve Personnel, Army  
Administration and Support (continued)

Health Profession Loan Repayment Program: Provides repayment of loans made, insured, or guaranteed under Part B or E of the Higher Education Act of 1965 (GSL, FISL, NDSL), ALAS loans where the borrower is the soldier and Health Education Assistance Loans (HEAL) under Part C of the Public Health Service Act. \$3,000 per each year of satisfactory service with a \$20,000 maximum is authorized. Provides for education loan repayment for nurses under Section 701 of the FY 1990 Authorization Act.

Health Profession Officer Bonus Program (Test): A Congressionally directed bonus program to attract and retain health care professionals in critically short, wartime specialties to the Selected Reserve. An annual bonus up to \$10,000 can be paid of up to 3 years. The minimum required is one year. The purpose of the test is to determine the effect of alternative incentive levels, alternative terms and conditions of affiliation, and different payment options.

Nurse Candidate Program (Test): A Congressional directed bonus program targets nurse candidates in the Junior and Senior year of nursing school for accession contracting for four to five years of active duty, and a total of eight years military service. The incentive program pays a \$5,000 bonus, plus a \$500 a month stipend per month of full time schooling.

3. Death Gratuities; Disability and Hospitalization

a. Death Gratuities

(1) The funds requested are to provide to the payment of death gratuities to beneficiaries of deceased Army Reserve military personnel, if member dies:

- (a) While on inactive duty training.
- (b) From an injury that occurred while traveling directly to or from inactive duty training.
- (c) Within 120 days after discharge or release from inactive duty training, if the Administrator of Veterans' Affairs determines that death resulted from an injury incurred or aggravated while performing, or traveling directly to or from such training.

(2) Entitlements are contained in the following citations: 10 U.S.C. 1475-1480, 2271; 32 U.S.C. 321; 37 U.S.C. 501d, and 37 Comp. Gen 131.

b. Disability and Hospitalization Benefits

(1) The funds requested are to provide for payment for members of the Army Reserve who suffer injury or disability or contract disease in line of duty, active or inactive. They are entitled to hospitalization and pay and allowances during such hospitalization.

(2) A member who performs inactive duty training and is separated for physical disability due to injury which was the proximate result of the performance of such duty, is entitled to severance pay, if otherwise qualified under appropriate personnel regulations.

(3) Entitlements are contained in the following citations: 10 U.S.C. 1206, 3687, 3721-3722, 6148, 8687, 8721-8722; 32 U.S.C. 318-319; 37 U.S.C. 204 (g) (h) and (i) and 52 Comp Gen 99.

4. Separations: This section addresses Transition Enhancements and Transition Initiatives for the USAR identified by P.L. 102-484, Title 44, Subtitle A & B. USAR AGR soldiers are authorized the same transition enhancements as the active Army. Special Separation Benefit, Voluntary Separation Incentive and Temporary Early Retirement Authority may be offered to encourage voluntary separations to aid in reducing and shaping the force. Guard and Reserve Component Transition Benefits are available for USAR soldiers who involuntarily lose their Selective Reserve Status due to force reductions during the Force Reduction Transition Period.

Transition Initiatives and Benefits available are summarized as follows:

Special Separation Benefit (SSB): Officer and enlisted costs associated with AGR personnel who have more than six years of service and less than twenty, who voluntarily leave active duty, and who elect SSB.

Voluntary Separation Incentive: Officer and enlisted costs associated with AGR personnel who have more than six years of service and less than twenty, who voluntarily leave active duty, and who elect VSI.

Temporary Early Retirement Authority (TERA): Officer and enlisted costs associated with AGR personnel who have more than six years of service and less than twenty who voluntarily elect to retire.

Reserve Personnel, Army  
Administration and Support (continued)

Reserve Involuntary Separation Pay (RISP): Officer and Enlisted Troop Program Units (TPU's) who have more than six years of service and less than 15 years, and who are involuntarily separated or transferred from the Selective Reserve.

Reserve Special Separation Pay (RSSP): Officer and enlisted TPUs who have more than twenty years service, who qualify for non-regular retirement at age 60 but are not yet 60, who are involuntarily separated or transferred from the Selective Reserve and who transfer into the Retired Reserve. Also includes all RSSP anniversary payments associated with Army National Guard soldiers who have transferred to the Retired Reserve as a result of this benefit.



Reserve Personnel, Army  
Administration and Support (continued)

SCHEDULE OF INCREASES AND DECREASES  
Administration and Support  
(Dollars In Thousands)

786,516

FY 1995 DIRECT PROGRAM

Increases:

Pricing Increases:

FY 1995 Military Personnel Pay Annualization (2.6% pay raise) effective 1 Jan 1995.  
FY 1996 Military Personnel Pay (2.4% pay raise/ 3.4% BAQ) effective 1 Jan 1996.  
Purchase Inflation (3.0% increase)  
FY 1995 Variable Housing Annualization (2.8% increase) effective 1 Jan 1995.  
FY 1996 Variable Housing Allowance (3.0% increase) effective 1 Jan 1996.

3,975  
11,007  
584  
125  
400  
16,091

Total Pricing Increases:

Program Increases:

Program Increases  
Increase in the USAR Transitions Benefits Programs

5,223

Total Program Increases:

5,223

Total Increases

21,314

Decreases:

Pricing Decreases:

Retired Pay Accrual Decrease (35.5% to 32.9%)

-9,610

Total Pricing Decreases:

-9,610

Program Decreases:

Total Decreases

-9,610

FY 1996 DIRECT PROGRAM

798,220

Reserve Personnel, Army  
Administration and Support (continued)

SCHEDULE OF INCREASES AND DECREASES  
Administration and Support  
(Dollars In Thousands)

FY 1996 DIRECT PROGRAM

Increases:

Pricing Increases:

FY 1996 Military Personnel Pay Annualization (2.4% pay raise/ 3.4% BAQ) effect 1 Jan 1996.  
FY 1997 Military Personnel Pay (3.1% pay raise) effective 1 Jan 1997.

Purchase Inflation (3.0% Increase)

FY 1996 Variable Housing Allowance Annualization (3.0% increase) effective 1 Jan 1996.

FY 1997 Variable Housing Allowance (3.0% increase) effective 1 Jan 1997

Total Pricing Increases:

Program Increases:

Total Increases

Decreases:

Pricing Decreases:

Retired Pay Accrual Decrease (32.9% to 30.6%)

Total Pricing Decreases:

Program Decreases:

Program Decreases

Decline of initial transition benefits payments (anniversary payments continue in FY 97)  
AGR average strength decreases by 170 personnel (42 officer/128 enlisted)

Total Program Decreases:

Total Decreases

FY 1997 DIRECT PROGRAM

798,220

3,543

13,729

433

133

399

18,238

18,238

-8,330

-8,330

-60,268

-60,268

-68,598

747,860

Reserve Personnel, Army  
Administration and Support (continued)

Part 2 - JUSTIFICATION OF FUNDS REQUESTED

Section 175 (a) (9). Reserve Forces Policy Board:

A reserve officer of the Army, Navy, Air Force, or Marine Corps who is a general officer or flag officer designated by the Chairman of the Board with the approval of the Secretary of Defense, and who serves without vote as military adviser to the Chairman and as executive officer of the Board. (Rotational among Services.)

	1994 (Actual)		1995 (Estimate)		1996 (Estimate)		1997 (Estimate)	
	Average Strength	End Strength	Average Strength	End Strength	Average Strength	End Strength	Average Strength	End Strength
Admin Section 175 Officer	1	1	1	1	1	1	1	1

Section 265. Policies and Regulations: Participation of Reserve Officers in Preparation and Administration:

Within such members and in such grades and assignments as the Secretary concerned may prescribe, each armed forces shall have officers of its reserve components on active duty (other than for training) at the seat of government, and at headquarters responsible for reserve affairs, to participate in preparing and administering the policies and regulations affecting those reserve components. While so serving, such an officer is an additional member of any staff with which he is serving.

	1994 (Actual)		1995 (Estimate)		1996 (Estimate)		1997 (Estimate)	
	Average Strength	End Strength	Average Strength	End Strength	Average Strength	End Strength	Average Strength	End Strength
Admin Section 265 Officer	248	247	248	247	248	247	248	247
Enlisted	17	17	17	17	17	17	17	17
Total	265	264	265	264	265	264	265	264

Reserve Personnel, Army  
Administration and Support (continued)

Section 3038, Office of the Army Reserve, Appointment of Chief

- (a) There is, in the executive part of the Department of the Army, an Office of the Army Reserve which is headed by a chief who is the advisor to the Chief of Staff on Army Reserve matters.
- (b) The President, by and with the advice and consent of the Senate, shall appoint the Chief of the Army Reserve from officers of the Army Reserve not on active duty, or on active duty under Section 265 of this title, who

(1) have had at least 10 years of commissioned service in the Army Reserve;

(2) are in grade of brigadier general and above; and

(3) have been recommended by the Secretary of Army.

- (c) The Chief of Army Reserve holds office for four years but may be removed for cause at any time. He is eligible to succeed himself. If he holds a lower reserve grade, he shall be appointed in the grade of major general for service in the Army Reserve.

	1994 (Actual)		1995 (Estimate)		1996 (Estimate)		1997 (Estimate)	
	Average Strength	End Strength	Average Strength	End Strength	Average Strength	End Strength	Average Strength	End Strength
Admin Section 3038 C Officer	1	1	1	1	1	1	1	1

Reserve Personnel, Army  
Administration and Support (continued)

Section 3021(h). Reserve Components of Army: Policies and Regulations for Government of

- (a) There is, in the Office of the Secretary of the Army, an Army Reserve Forces Policy Committee, which shall review and comment upon major policy matters directly affecting the reserve components of the Army, and the Committee's comments on such policy matters shall accompany the final report regarding any such matters submitted to the Chief of Staff and the Assistant Secretary responsible for reserve affairs.
- (b) The Committee consists of officers in the grade of colonel or above as follows:
  - (1) five members of the Regular Army on duty with the Army General Staff;
  - (2) five members of the Army National Guard of the United States not on active duty; and
  - (3) five members of the Army Reserve not on active duty.
- (c) The members of the Committee shall select the Chairman from among the members on the committee not on active duty.
- (d) A majority of the members of the Committee shall act whenever matters affecting both the Army National Guard of the United States and Army Reserve are being considered. However, when any matter solely affecting one of the reserve components of the Army is being considered, it shall be acted upon only by the Subcommittee on Army National Guard Policy or the Subcommittee on Army Reserve Policy, as appropriate.
- (e) The Subcommittee on Army National Guard Policy consists of the members of the Committee other than the Army Reserve members.
- (f) The Subcommittee on Army Reserve Policy consists of the members of the Committee other than the Army National Guard members.
- (g) Membership on the Committee is determined by the Secretary of the Army and is for a minimum period of three years. Except in the case of members of the Committee from the Regular Army, the Secretary of the Army, when appointing new members, shall ensure that among the officers of each component on the Committee there will, at all times, be two or more members with more than one year of continuous service on the Committee.
- (h) There shall be not less than 10 officers of the Army National Guard of the United States and the Army Reserve on duty with the Army General Staff while on that duty.

	1994 (Actual)		1995 (Estimate)		1996 (Estimate)		1997 (Estimate)	
	Average Strength	End Strength	Average Strength	End Strength	Average Strength	End Strength	Average Strength	End Strength
Admin Section 3021	1	1	1	1	1	1	1	1
Officer								
Total Control/Policy								
Officer	250	249	250	249	250	249	250	249
Enlisted	17	17	17	17	17	17	17	17
Total	267	266	267	266	267	266	267	266

Reserve Personnel, Army  
Administration and Support (continued)

Section 678 (a) (b). Reserve: For Organizing, Administering, etc., Reserve Components (other than Control/Policy).

(a) A reserve member ordered to active duty under section 672(d) of this title for active duty for training in connection with organizing, administering, recruiting, instructing, or training the reserve components shall be ordered to duty in his current reserve grade. While so serving, he continues to be eligible for promotion as a reserve member if otherwise qualified.

(b) To ensure that a reserve member on duty under subsection (a) above receives periodic refresher training for which he is qualified, the Secretary concerned may detail him to duty with any armed force or otherwise as the Secretary deems appropriate.

Personnel/Finance Support: Provides Army Reserve personnel to administer and operate the USAR pay (DOMS-RC) and personnel systems (SIDPERS).

	1994 (Actual)		1995 (Estimate)		1996 (Estimate)		1997 (Estimate)	
	Average Strength	End Strength	Average Strength	End Strength	Average Strength	End Strength	Average Strength	End Strength
Officer	4	4	4	4	4	4	4	4
Enlisted	2	2	2	2	2	2	2	2
Total	6	6	6	6	6	6	6	6

Readiness Support: Provides USAR personnel at active Army installations or headquarters elements to accomplish special purpose functions relating to USAR operations, administration and logistical requirements.

	1994 (Actual)		1995 (Estimate)		1996 (Estimate)		1997 (Estimate)	
	Average Strength	End Strength	Average Strength	End Strength	Average Strength	End Strength	Average Strength	End Strength
Officer	885	881	887	910	880	859	874	859
Enlisted	604	617	399	386	355	347	354	347
Total	1,489	1,498	1,286	1,296	1,235	1,206	1,228	1,206

Career Management: Provides USAR personnel to administer the USAR Officer and Enlisted Personnel Management System.

	1994 (Actual)		1995 (Estimate)		1996 (Estimate)		1997 (Estimate)	
	Average Strength	End Strength	Average Strength	End Strength	Average Strength	End Strength	Average Strength	End Strength
Officer	201	200	201	200	201	200	201	200
Enlisted	335	342	339	342	338	342	337	342
Total	536	542	540	542	539	542	538	542

Reserve Personnel, Army  
Administration and Support (continued)

Recruiting. Provides USAR personnel at Major Army Commands, Region Recruiting commands, District Recruiting Commands and recruiting stations to operate the USAR recruiting programs.

	1994 (Actual)		1995 (Estimate)		1996 (Estimate)		1997 (Estimate)	
	Average Strength	End Strength	Average Strength	End Strength	Average Strength	End Strength	Average Strength	End Strength
Officer	123	123	123	123	123	123	123	123
Enlisted	1,672	1,708	1,691	1,708	1,688	1,708	1,681	1,708
Total	1,795	1,831	1,814	1,831	1,811	1,831	1,804	1,831

Retention: Provides USAR personnel at Major Army Commands, Continental US Armies, and Major USAR Command levels to operate the USAR retention program.

	1994 (Actual)		1995 (Estimate)		1996 (Estimate)		1997 (Estimate)	
	Average Strength	End Strength	Average Strength	End Strength	Average Strength	End Strength	Average Strength	End Strength
Officer	63	63	63	63	63	63	63	63
Enlisted	222	227	222	227	222	227	222	227
Total	285	290	285	290	285	290	285	290

Unit Full Time Support: Provides USAR personnel specifically to units to increase readiness/mobilization capability.

	1994 (Actual)		1995 (Estimate)		1996 (Estimate)		1997 (Estimate)	
	Average Strength	End Strength	Average Strength	End Strength	Average Strength	End Strength	Average Strength	End Strength
Officer	1,760	1,754	1,662	1,704	1,669	1,629	1,633	1,622
Enlisted	6,224	6,357	6,206	6,007	5,947	5,807	5,828	5,789
Total	7,984	8,111	7,868	7,711	7,616	7,436	7,461	7,411

Total Section 678 (-): Reserve: For Organizing, Administering, etc., Reserve components (other than Control/Policy).

	1994 (Actual)		1995 (Estimate)		1996 (Estimate)		1997 (Estimate)	
	Average Strength	End Strength	Average Strength	End Strength	Average Strength	End Strength	Average Strength	End Strength
Officer	3,036	3,025	2,940	3,004	2,940	2,878	2,898	2,871
Enlisted	9,059	9,253	8,859	8,672	8,552	8,433	8,424	8,415
Total	12,095	12,278	11,799	11,676	11,492	11,311	11,322	11,286

Reserve Personnel, Army  
Administration and Support (continued)

Grand Total Active Guard Reserve (AGR)

	1994 (Actual)		1995 (Estimate)		1996 (Estimate)		1997 (Estimate)	
	Average Strength	End Strength	Average Strength	End Strength	Average Strength	End Strength	Average Strength	End Strength
Officer	3,284	3,272	3,188	3,251	3,188	3,125	3,146	3,118
Enlisted	9,076	9,270	8,876	8,689	8,569	8,450	8,441	8,432
Total	12,360	12,542	12,064	11,940	11,757	11,575	11,587	11,550

Note: Changes from the previous entries have been altered to reflect the actual End strength for the end of FY94. Categories for individual accounts (compassionate, students, hospital) have been moved from the category of Policies and Regulations to the category of Readiness Support. The Budget Submission do not allow the individual accounts that represent the personnel. AGR officer/enlisted mix has been changed from the OSD/OMB Budget submission to reflect a 27% officer/73% enlisted force structure change per Chief, Army Reserve decision (25 Oct 94). Army controls in PROBE will be updated to reflect this decision.



Reserve Personnel, Army  
Administration and Support (continued)

Pay and Allowances for Officers: These funds are requested for pay and allowances for officers serving on active duty as authorized by Section 175, 265, 672, 678, 3019(h) of Title 10 U.S.C., and other tours authorized by the Department of the Army. The rate used in computing these requirements includes basic pay, government's contribution to social security, quarters allowances, subsistence, monetary clothing allowance, special and incentive pay as authorized, and retired pay accrual costs.

1994 (Actual)		1995 (Estimate)		1996 (Estimate)		1997 (Estimate)	
Partic- ipants	Rate	Partic- ipants	Amount	Partic- ipants	Rate	Partic- ipants	Amount
3,284	77,680.82	3,188	80,959.71	3,188	80,308.34	3,146	81,408.50
	255,104		258,100		256,023		256,111

Pay and Allowances for Enlisted Personnel: These funds are requested to provide for pay and allowances for enlisted personnel serving on active duty as authorized by Department of the Army. The rate used in computing these requirements includes basic pay, government's contribution for social security, subsistence, quarters allowances, clothing maintenance allowance, special and incentive pay as authorized, and retired pay accrual costs.

1994 (Actual)		1995 (Estimate)		1996 (Estimate)		1997 (Estimate)	
Partic- ipants	Rate	Partic- ipants	Amount	Partic- ipants	Rate	Partic- ipants	Amount
9,076	42,507.47	8,876	44,879.91	8,569	44,095.24	8,441	44,655.63
	385,798		398,354		377,852		376,938

Total Pay and Allowances:

12,360	640,902	12,064	656,454	11,757	633,875	11,587	633,049
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Permanent Change of Station Travel: These funds are requested to provide costs for those AGR personnel making a permanent change of station. Travel costs include movement and storage of household goods, dislocation allowance, and dependent travel. Travel costs also include TDY travel and per diem costs incurred while on PCS-TDY in route.

1994 (Actual)		1995 (Estimate)		1996 (Estimate)		1997 (Estimate)	
Partic- ipants	Rate	Partic- ipants	Amount	Partic- ipants	Rate	Partic- ipants	Amount
985	6,617.13	1,052	6,833.81	747	6,986.88	742	7,187.16
2,723	4,655.03	2,929	4,815.55	2,142	4,896.32	1,992	5,026.34
3,708	19,194	3,981	21,295	2,889	15,706	2,735	15,349
	6,519		7,189		5,217		5,336
	12,675		14,105		10,489		10,013
	19,194		21,295		15,706		15,349

Reserve Personnel, Army  
Administration and Support (continued)

Individual Clothing and Uniform Gratuities. For purchases of replacement clothing for issuance to AGR enlisted personnel.

	1994 (Actual)	1995 (Estimate)	1996 (Estimate)	1997 (Estimate)							
Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount			
Enlisted	55	253.73	14	55	260.83	14	55	268.66	15	276.72	15

Subsistence. Provides funds for subsistence in kind provided to AGR enlisted personnel.

	1994 (Actual)	1995 (Estimate)	1996 (Estimate)	1997 (Estimate)							
Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount			
Enlisted	87	2,017.51	176	87	2,074.00	180	87	2,136.22	186	2,200.31	191

Child Adoption Expenses.

	1994 (Actual)	1995 (Estimate)	1996 (Estimate)	1997 (Estimate)
Child Adoption Expenses	50	50	50	50

CONUS COLA: The funds will provide for payment of a cost of living allowance (COLA) to soliders who are assigned to high cost areas in the conterminous United States (CONUS).

	1994 (Actual)	1995 (Estimate)	1996 (Estimate)	1997 (Estimate)				
	Rate	Amount	Rate	Amount	Rate	Amount	Rate	Amount
CONUS COLA								
Officer	0	0	0	103	185.40	19	117	185.40
Enlisted	0	0	0	334	185.40	62	320	185.40
Total	0	0	0	437	81	81	437	81

TOTAL AGR PROGRAM

	1994 (Actual)	1995 (Estimate)	1996 (Estimate)	1997 (Estimate)
Total AGR	660,335	677,993	649,913	648,736

Reserve Personnel, Army  
Administration and Support (continued)

Death Gratuities: The funds requested are to provide for the payment of death gratuities to beneficiaries of deceased Army Reserve military personnel as authorized by law.

	1994 (Actual)			1995 (Estimate)			1996 (Estimate)			1997 (Estimate)		
	Partic- ipants	Rate	Amount	Partic- ipants	Rate	Amount	Partic- ipants	Rate	Amount	Partic- ipants	Rate	Amount
Officer	4	6,000	25	12	6,000	72	14	6,000	85	16	6,000	95
Enlisted	9	6,000	52	16	6,000	97	19	6,000	116	18	6,000	110
ROTC	0	6,000	0	0	6,000	0	1	6,000	6	0	6,000	0
Total	13		77	28		169	35		207	34		205

Disability and Hospitalization Benefits. Members of the Army Reserve who suffer injury or disability or contract disease in the line of duty, active or inactive, are entitled to hospitalization and pay and allowances during such hospitalization.

	1994 (Actual)			1995 (Estimate)			1996 (Estimate)			1997 (Estimate)		
	Partic- ipants	Rate	Amount	Partic- ipants	Rate	Amount	Partic- ipants	Rate	Amount	Partic- ipants	Rate	Amount
Officer	122	10,614.00	1,300	120	10,908.33	1,309	95	11,227.62	1,065	95	11,564.45	1,096
Enlisted	506	6,525.00	3,300	500	6,707.70	3,351	391	6,902.22	2,702	392	7,109.29	2,784
Total	628		4,600	620		4,660	486		3,767	486		3,880

Reserve Personnel, Army  
Administration and Support (continued)

Separations: This section addresses Transition Enhancements and Transition Initiatives for the USAR Identified by P.L. 102-484, Title 44, Subtitle A&B. USAR Active Guard (AGR) soldiers are authorized the same transition enhancements as the active Army. Special Separation Benefits, Voluntary Separation Incentive and Retirement for 15 to 20 years of service may be offered to encourage voluntary separations to aid in reducing and shaping the force. Guard and Reserve Component Transition Benefits are available for USAR soldiers who involuntarily lose their Selected Reserve Status due to force reductions during the Force Reduction Transition Period. Anniversary payments for the Special Separation Pay includes those personnel eligible from the National Guard.

The full time Active Guard/Reserve Voluntary Separation Incentive (VSI) recipients will be funded from the VSI fund in accordance with the law and to the extent necessary

Guard/Reserve Full Time Personnel	Strength	1994 (Actual)		1995 (Estimate)		1996 (Estimate)	
		Rate	Amount	Rate	Amount	Rate	Amount
Special Separation Benefit (SSB)							
Officer	9	114,444.44	1,030	131,400.00	1,314	91,004.46	1,949
Enlisted	6	83,333.33	500	83,120.00	2,078	43,983.33	6,626
Officer and Enlisted			1,530		3,392		8,575
Voluntary Separation Incentive (VSI)							
Officer	22		0		0		0
Enlisted	8		0		0		0
Officer and Enlisted			0		0		0
15 Year Early Retirement Authority							
Officer	113	78,761.06	8,900	80,040.54	5,923	82,948.60	7,416
Enlisted	175	37,828.57	6,620	38,486.84	2,925	43,750.49	9,959
Officer and Enlisted			15,520		8,848		17,375
Selected Reserve (Drillers)							
20 Year Special Separation Pay - Initial							
Officer	758	4,136.06	3,135	4,050.28	2,900	3,205.00	6,383
Enlisted	1,209	2,285.33	2,763	2,238.70	10,992	1,522.00	15,131
Officer and Enlisted			5,898		13,892		21,514
20 Year Special Separation Pay - Anniver							
Officer	341	4,135.84	1,410	4,050.05	4,451	4,057.18	11,421
Enlisted	721	2,286.60	1,649	2,238.34	4,320	1,601.44	23,421
Officer and Enlisted			3,059		8,771		34,842
6-15 Year Special Separation Pay							
Officer	519	4,136.88	2,147	4,050.58	6,246	3,810.00	5,031
Enlisted	4,156	2,285.35	9,498	2,238.41	15,163	1,825.00	10,163
Officer and Enlisted			11,645		21,409		15,194
15 Year Early Qualifications for Retired							
Officer	59		0		0		0
Enlisted	208		0		0		0
Officer and Enlisted			0		0		0
Separation Total							
Officer			16,622		20,834		32,201
Enlisted			21,030		35,478		65,299
Officer and Enlisted			37,652		56,312		97,500

Reserve Personnel, Army  
Administration and Support (continued)

	1997 (Estimate)		1998 (Estimate)		1999 (Estimate)	
	Strength	Rate	Amount	Strength	Rate	Amount
Guard/Reserve Full Time Personnel						
Special Separation Benefit (SSB)						
Officer			0			0
Enlisted			0			0
Officer and Enlisted			0			0
Voluntary Separation Incentive (VSI)						
Officer			0			0
Enlisted			0			0
Officer and Enlisted			0			0
15 Year Early Retirement Authority						
Officer			0			0
Enlisted			0			0
Officer and Enlisted			0			0
Selected Reserve (Drillers)						
20 Year Special Separation Pay - Initial						
Officer			0			0
Enlisted			0			0
Officer and Enlisted			0			0
20 Year Special Separation Pay - Anniver						
Officer	3,399	4,162.05	14,147	2,823	3,795.00	10,714
Enlisted	17,730	1,774.01	31,453	15,225	1,628.84	24,799
Officer and Enlisted			45,600			35,513
6-15 Year Special Separation Pay						
Officer			0			0
Enlisted			0			0
Officer and Enlisted			0			0
15 Year Early Qualifications for Retired						
Officer	60		0	60		0
Enlisted	210		0	210		0
Officer and Enlisted			0			0
Separation Total						
Officer			14,147			10,714
Enlisted			31,453			24,799
Officer and Enlisted			45,600			35,513
						9,823
						16,977
						26,800

Reserve Personnel, Army  
Administration and Support (continued)

Selective Reserve Incentives Program (SRIP): Funds requested provide for payment of two types of Selective Reserve Incentives: Enlistment/Re-enlistment Bonuses and Health Profession Incentives. Each category's requirements are summarized below.

Enlistment and Re-enlistment Bonuses: Funds requested provide for payment of Enlistment Cash Bonuses, Affiliation Bonuses, and similar incentives to selected enlisted members. These funds also provide for repayment of student loans on behalf of certain Selected Reserve members to financial institutions. These incentives are not intended to encompass the entire Selected Reserve force and are as follows.

(Dollars in Thousands)

	1994 (Actual)		1995 (Estimate)		1996 (Estimate)		1997 (Estimate)	
	Number	Rate Amount	Number	Rate Amount	Number	Rate Amount	Number	Rate Amount
<b>Enlistment and Reenlistment Bonuses:</b>								
<b>New Payments:</b>								
Enl Cash Bonus	7,134	881.12	6,390	906.00	5,789	6,306	906.10	5,714
Affiliation Bonus	5,419	1,181.00	4,529	1,181.00	5,349	4,782	1,181.00	5,647
Prior Serv Bonus	900	2,400.00	161	2,400.00	386	135	2,400.00	325
Reenlistment Bonus	2,988	500.00	4,318	500.00	2,159	4,708	500.00	2,354
Student Loan Repay	6,879	1,250.20	8,600	1,349.90	8,455	6,115	1,350.00	8,255
Subtotal	23,320	24,940	21,661	22,138	22,046	22,295	22,316	22,318
<b>Anniversary Payments:</b>								
Enl Cash Bonus	12,429	455.00	10,896	456.00	4,968	12,137	452.00	5,486
Affiliation Bonus	3,328	1,202.10	3,305	1,202.00	3,973	3,265	1,202.00	3,924
Prior Serv Bonus	2,400	416.66	1,000	416.66	1,829	3,365	416.66	1,402
Reenlistment Bonus	16,766	334.00	5,600	334.00	2,163	10,337	334.00	3,438
Subtotal	34,923	16,255	25,547	12,933	29,104	14,250	31,715	15,682
Total	58,243	41,195	47,208	35,071	51,150	36,545	54,031	38,000

Reserve Personnel, Army  
Administration and Support (continued)

Health Professions Incentives: The funds requested are to support Health Professions Incentives to Include the Specialized Training Assistance Program (STRAP) stipend, Nurse Candidate Program stipends, Health Professions Loan Repayment Program (HPLRP) and the Health Professions Medical Recruiting Bonus Test. These incentives are offered to attract and retain medical professionals in critical demand, and are summarized as follows:

	FY 1994 (Actual)		FY 1995 (Estimate)		FY 1996 (Estimate)		FY 1997 (Estimate)	
	Strength	Rate	Strength	Rate	Strength	Rate	Strength	Rate
Special Training Assistance Program (STRAP):								
976	11,213.11	10,944	892	11,213.11	773	11,213.11	888	11,213.11
Health Professions Loan Repayment Program (HPLRP):								
476	3,000.00	1,429	360	3,000.00	322	3,000.00	332	3,000.00
Nurses Candidate Program:								
41	5,268.29	216	50	5,268.29	50	5,268.29	50	5,268.29
Mount Aloysius Nursing Demonstration Project:								
0	0.00	0	0	0.00	0	0.00	0	0.00
Health Professions Medical Recruiting Bonus:								
Initial	8	7,197.67	19	7,197.67	0	7,197.67	0	7,197.67
Anniversary	164	7,197.67	97	7,197.67	37	7,197.67	13	7,197.67
Nurses Candidate Program Bonus:								
41	2,512.20	103	50	2,512.20	50	2,512.20	50	2,512.20
Total Health Professions Incentives:								
		13,930		12,311		10,288		11,439
Grand Total SRIP:		55,125		47,382		46,833		49,439

		ENLISTMENT CASH BONUS (EB) (Dollars in Thousands)															
		1994		1995		1996		1997		1998		1999		2000		2001	
		Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations:																	
Anniversary 12,429		5,655		7,876	3,591	4,389	1,984	2,451	1,120								
Prior Year:																	
Initial 7,134		6,286		4,451	4,033												
Anniversary				3,020	1,377	2,212	1,000	2,522	1,152	2,172	995	1,339	613				
Current Year:																	
Initial				1,938	1,756	4,302	3,898										
Anniversary						5,535	2,502	3,119	1,425	2,265	1,037	1,594	730	1,210	554		
Budget Year 1:																	
Initial						2,004	1,816	4,845	4,394								
Anniversary								3,974	1,816	3,460	1,585	2,655	1,216	1,572	720	1,124	515
Budget Year 2:																	
Initial								1,535	1,392								
Anniversary										3,675	1,683	3,061	1,402	2,140	980	1,345	616
Totals:																	
Initial 7,134		6,286		6,390	5,789	6,306	5,714	6,379	5,786								
Anniversary 12,429		5,655		10,896	4,968	12,137	5,486	12,066	5,514	11,572	5,300	8,648	3,961	4,921	2,254	2,469	1,131
Total EB 19,563		11,941		17,285	10,757	18,443	11,200	18,445	11,300	11,572	5,300	8,648	3,961	4,921	2,254	2,469	1,131

**Note:**

1. Prior obligations are anniversary payments associated with contracts entered into during preceding years.
2. Initial payments are not shown in out years.
3. Anniversary payments reflect a combination of both 3 year and 6 year enlistment's.



Reserve Personnel, Army  
Administration and Support (continued)

		REENLISTMENT BONUS (RB) (Dollars in Thousands)															
		1994		1995		1996		1997		1998		1999		2000		2001	
		Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations:																	
16,766		5,600	5,874	1,962	7,765	2,593	6,592	2,202	6,267	2,093	3,335	1,114					
Prior Year:																	
Initial		2,988	1,494														
Anniversary			1,082	201	1,854	605	1,603	765	1,243	845	1,197	1,009					
Current Year:																	
Initial			4,318	2,159													
Anniversary					719	240	1,842	615	2,410	805	2,301	769	1,093	365			
Budget Year 1:																	
Initial					4,708	2,354	1,246	416	2,045	683	2,332	779	1,108	370	1,108	370	
Anniversary																	
Budget Year 2:																	
Initial							5,074	2,537	915	306	2,156	720	1,024	342	1,024	342	
Anniversary																	
Totals:																	
Initial		2,988	1,494	4,318	2,159	4,708	2,354	5,074	2,537								
Anniversary		16,766	5,600	6,956	2,163	10,337	3,438	11,283	3,998	12,879	4,732	11,321	4,390	3,225	1,077	2,132	712
Total RB		19,754	7,094	11,274	4,322	15,045	5,792	16,357	6,535	12,879	4,732	11,321	4,390	3,225	1,077	2,132	712

Note: 1. Prior obligations are anniversary payments associated with contracts entered into during preceding years.  
2. Initial payments are not shown in out years.

Reserve Personnel, Army  
Administration and Support (continued)

		1994		1995		1996		1997		1998		1999		2000		2001	
		Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations:		2,400	1,000	3,586	1,494	2,521	1,050	2,120	883	463	193	125	52				
Prior Year:																	
Initial	900	2,160															
Anniversary				804	335	607	253	1,197	499	656	274	396	165	118	49		
Current Year:																	
Initial				161	386												
Anniversary						237	99	952	397	808	337	502	209	372	155	180	75
Budget Year 1:																	
Initial						135	325										
Anniversary								680	283	572	238	746	311	458	191	286	119
Budget Year 2:																	
Initial								135	323								
Anniversary										439	183	593	247	334	139	156	65
Totals:																	
Initial	900	2,160	161	386	135	325	323	135	323								
Anniversary	2,400	1,000	4,390	1,829	3,365	1,402	2,062	4,949	2,062	2,938	1,224	2,362	984	1,282	534	622	259
Total PSB	3,300	3,160	4,551	2,215	3,500	1,727	2,385	5,083	2,385	2,938	1,224	2,362	984	1,282	534	622	259

Note: 1. Prior obligations are anniversary payments associated with contracts entered into during preceeding years.  
2. Initial payments are not shown in the out years.

Reserve Personnel, Army  
Administration and Support (continued)

STUDENT LOAN REPAYMENT PROGRAM (SLRP)																	
(Dollars in Thousands)																	
	1994		1995		1996		1997		1998		1999		2000		2001		
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	
Prior Obligations:																	
Prior Year:																	
Initial	6,879	8,600															
Anniversary																	
Current Year:																	
Initial			6,263	8,455													
Anniversary																	
Budget Year 1:																	
Initial					6,115	8,255											
Anniversary																	
Budget Year 2:																	
Initial																	
Anniversary								5,926	8,000								
Totals:																	
Initial	6,879	8,600	6,263	8,455	6,115	8,255	5,926	8,000	5,926	8,000	5,926	8,000	5,926	8,000	5,926	8,000	
Anniversary																	
Total SLRP	6,879	8,600	6,263	8,455	6,115	8,255	5,926	8,000	5,926	8,000	5,926	8,000	5,926	8,000	5,926	8,000	

Reserve Personnel, Army  
Administration and Support (continued)

AFFILIATION BONUS (AB) (Dollars in Thousands)																																																		
1994			1995			1996			1997			1998			1999			2000			2001																													
Number			Amount			Number			Amount			Number			Amount			Number			Amount			Number			Amount																							
Prior Obligations:																																																		
2,962			3,561																																															
Prior Year:																																																		
Initial			5,419			6,400																																												
Anniversary			365			439			3,305			3,973																																						
Current Year:																																																		
Initial			4,529			5,349																																												
Anniversary									3,265			3,924																																						
Budget Year 1:																																																		
Initial			4,782			5,647			3,418			4,108																																						
Anniversary									4,803			5,672																																						
Budget Year 2:																																																		
Initial																																																		
Anniversary																																																		
Totals:																																																		
Initial			5,419			6,400			4,529			5,349			4,782			5,647			4,803			5,672			3,300			3,967			2,913			3,502			2,498			3,002			2,077			2,496		
Anniversary			3,328			4,000			3,305			3,973			3,265			3,924			3,418			4,108			3,300			3,967			2,913			3,502			2,498			3,002			2,077			2,496		
Total AB			8,747			10,400			7,835			9,322			8,046			9,571			8,220			9,780			3,300			3,967			2,913			3,502			2,498			3,002			2,077			2,496		

# Appropriation

Reserve Personnel, Army  
 Budget Program, Program Element/Aggregation or Budget Project Account  
 4000 Reserve Component Personnel  
 CONUS Cost of Living Allowance (COLA) - Officers and Enlisted

1994 (Actual)	1995 (Estimate)	1996 (Estimate)	1997 (Estimate)
0	0	81	81

## Part 1 - PURPOSE AND SCOPE

The funds requested will provide for payment of a cost of living allowance (COLA) to soldiers who are assigned to high cost of living areas in the conterminous United States (CONUS). A high cost area is defined as a locality where the cost of living exceeds the average cost of living in CONUS by an established threshold percentage during a base period. The threshold percentage is established by the Secretary of Defense and cannot be less than eight percent. The amount of COLA payable is the product of spendable income (based on regular military compensation) times the difference between the COLA index for the individual's high cost area and the threshold percentage. This allowance was authorized by the FY 1995 DOD Authorization Act.

## Part 2 - JUSTIFICATION OF FUNDS REQUESTED

CONUS COLA: The funds will provide for payment of a cost of living allowance (COLA) to soldiers who are assigned to high cost areas in the conterminous United States (CONUS). CONUS COLA payments are determined by multiplying the projected number of personnel eligible by an estimated rate. Detailed cost computations are provided by the following table:

	1994 (Actual)			1995 (Estimate)			1996 (Estimate)			1997 (Estimate)		
	Partic- ipants	Rate	Amount	Partic- ipants	Rate	Amount	Partic- ipants	Rate	Amount	Partic- ipants	Rate	Amount
CONUS COLA												
Officer	0	n/a	0	0	n/a	0	103	185.40	19	117	185.40	22
Enlisted	0	n/a	0	0	n/a	0	334	185.40	62	320	185.40	59
Total	0		0	0		0	437		81	437		81

Appropriation  
 Reserve Personnel, Army  
 Budget Program, Program Element/Aggregation or Budget Project Account  
 4000 Reserve Component Personnel  
 Budget Activity 20: 4800 - Educational Benefits

1994 (Actual)	1995 (Estimate)	1996 (Estimate)	1997 (Estimate)
10,243	19,350	31,409	31,409

Part 1 - PURPOSE AND SCOPE

Funds are for the payment to the Department of Defense Education Benefits Fund, a trust fund. The program is governed by Title 10 U.S.C. , Chapter 106. This program will fund educational benefit payments in their entirety for eligible individuals in the selected reserve. This program is budgeted on an accrual basis. Actual payments to individuals are made by the Veterans Administration from funds transferred from the Trust account. P.L. 100-48 makes the program permanent.

Reserve Personnel, Army  
Education Benefits (continued)

SCHEDULE OF INCREASES AND DECREASES  
Education Benefits  
(Dollars in Thousands)

FY 1995 DIRECT PROGRAM	19,350
Pricing Increases	
Represents a per capita rate increase from \$839 (FY95) to \$1,025 in FY96.	
Includes an amortization amount of \$4,387,417.00 in FY96.	
	12,059
FY 1996 DIRECT PROGRAM	31,409
FY 1996 DIRECT PROGRAM	31,409
Pricing Increases	0
Program Rate Change	0
FY 1997 DIRECT PROGRAM	31,409

Reserve Personnel, Army  
Education Benefits (continued)

Part 2 - JUSTIFICATION OF FUNDS REQUESTED

All individuals enlisting, re-enlisting, or extending for not less than six years in the Selected Reserve after July 1, 1985, except those who have received a commission from a Service academy or completed an ROTC scholarship program, are eligible to receive educational assistance unless they are entitled for assistance under Chapter 30 of Title 38 U.S.C. The individuals must also meet initial training and high school diploma or equivalency requirements. Cost estimates are actuarially based and reflect eligibility estimates adjusted by an estimate of ultimate benefit utilization and partially offset an estimate of interest earned on investments of the Education Benefits Fund. Post graduate level education is now made available to those service members who have earned an under graduate degree. The program will provide for funds adequate to all for one of three levels of assistance. These levels are \$192.32 per month for full-time educational pursuit, \$105.00 for three quarter- pursuit and been added to the types of training permitted under the bill.

The following table displays the actuarially based estimates and the number expected to meet the initial eligibility requirement of an enlistment, re-enlistment or extension for six years:

	Eligibles	1994 (Actual)		1995 (Estimate)		1996 (Estimate)		1997 (Estimate)	
		Rate	Amount	Rate	Amount	Rate	Amount	Rate	Amount
Amortization Payment	0		0	0	0	1	4,387	1	4,387
USAR Officer Personnel	7	0.423	3	0.839	7	63	1.025	63	1.025
Reenlistments/Extensions	1,007	0.423	426	5,752	4,826	6,335	1.025	6,335	1.025
USAR Enlisted Personnel	23,201	0.423	9,814	17,302	14,517	19,965	1.025	19,965	1.025
Total Eligibles	24,215		10,243	23,063	19,350	26,364	31,409	26,364	31,409



Appropriation  
 Reserve Personnel, Army  
 Budget Program, Program Element/Aggregation or Budget Project Account  
 4000 Reserve Component Personnel  
 Budget Activity 2A: 4W00 - Senior ROTC Non-Scholarship Program

1994 (Actual)	1995 (Estimate)	1996 (Estimate)	1997 (Estimate)
17,883	19,273	20,656	22,253

Part 1 - PURPOSE AND SCOPE

This budget program provides a subsistence allowance for ROTC scholarship cadets while at the educational institution, the procurement of individual clothing, a commutation allowance in lieu of uniform issue for schools with distinctive uniforms, and for pay and allowances, subsistence, and travel for ROTC scholarship cadets while at ROTC summer camps and field training.

The subsistence allowance at educational institutions is based upon the scholarship enrollment for the Advanced Course and is computed at \$150 per month (effective 1 September 1995) for up to 10 months annually. In addition, funds are included for pay and allowances, subsistence, and cadet travel associated with ROTC summer camps and field training.

Definitions (4W00 and 4X00)

Cadet Troop Leader Training - Each tour consists of 21 days training with an Active Army unit or 14 days training with a Reserve Component unit (average tour is 19 days).

Professional Development Training - Includes Airborne, Air Assault, Northern Warfare, and Jungle Warfare Training for periods up to 21 days. Training emphasizes improvement of cadet skills, confidence and readiness in a cost-effective manner with challenging programs that influence cadet enrollment, motivation, and retention.

Practical Field Training - Two days training (field exercises/command post exercises) to train, test and validate all ROTC commissionees in specific military skills prior to reporting to their first duty stations. Funds provide for cadet rations and travel (contract bus) to and from tactical training sites.

Reserve Personnel, Army  
Senior ROTC Non-Scholarship Program (continued)

SCHEDULE OF INCREASES AND DECREASES  
Senior ROTC Non-Scholarship  
(Dollars In Thousands)

FY 1995 DIRECT PROGRAM

Increases:

Pricing Increases:

FY 1995 Military Personnel Pay Annualization (2.6% pay raise) effective 1 Jan 1995.  
FY 1996 Military Personnel Pay Annualization (2.4% pay raise) effective 1 Jan 1996.  
Purchase Inflation (3.0% increase)  
Clothing Bag (3.0% increase)  
Stipend Increase due to Rate Change (\$100 to \$150) effective 1 Sep 1995.

Total Pricing Increases:

Total Increases

Decreases:

Program Decreases:

Program Decrease

Program decrease results from reduced expenditures on uniforms and travel for Basic Course students.

Total Program Decreases:

Total Decreases

FY 1996 DIRECT PROGRAM

19,273

27  
74

198  
131  
1,775

2,205

2,205

-822

-822

-822

20,656

Reserve Personnel, Army  
Senior ROTC Non-Scholarship Program (continued)

SCHEDULE OF INCREASES AND DECREASES  
Senior ROTC Non-Scholarship  
(Dollars In Thousands)

FY 1996 DIRECT PROGRAM 20,656

Increases:

Pricing Increases:

FY 1996 Military Personnel Pay Annualization (2.4% pay raise) effective 1 Jan 1996. 27  
FY 1997 Military Personnel Pay Annualization (3.1% pay raise) effective 1 Jan 1997. 106  
Purchase Inflation (3.0% increase) 172  
Clothing Bag Increase (3.0% increase) 118

Total Pricing Increases: 423

Program Increases:

Program Increase

Program increase results from increased enrollment to meet Army requirement for Lieutenants.

1,174

Total Program Increases:

1,174

Total Increases

1,597

FY 1997 DIRECT PROGRAM

22,253

Reserve Personnel, Army  
Senior ROTC Non-Scholarship Program (continued)

Part 2 - JUSTIFICATION OF FUNDS REQUESTED

Subsistence Allowance: The funds requested provide for an allowance of \$150 a month (effective 1 September 1995) for students enrolled in the Advanced Course in accordance with the provisions of 37 U.S.C. 209.

	1994 (Actual)		1995 (Estimate)		1996 (Estimate)		1997 (Estimate)					
	Strength	Rate	Strength	Rate	Strength	Rate	Strength	Rate				
Advanced Course	3,026	919.08	2,781	4,322	968.76	4,187	4,467	1,380.00	6,164	4,658	1,380.00	6,428

Uniforms, Issue-In-Kind: The funds requested provide for uniform issues to Basic and Advanced Course cadets. The strength is based on beginning enrollment. These funds also provide for replacement items.

	1994 (Actual)		1995 (Estimate)		1996 (Estimate)		1997 (Estimate)					
	Strength	Rate	Strength	Rate	Strength	Rate	Strength	Rate				
Basic Course	30,403	103.16	3,136	19,473	106.05	2,065	13,146	109.23	1,436	13,956	112.51	1,570
Advanced Course	6,385	103.16	659	4,672	106.05	495	4,245	109.23	464	8,621	112.51	970
Total	36,788		3,795	24,145		2,561	17,391		1,900	22,576		2,540

Uniforms, Commutation in Lieu of : Military colleges, military junior colleges, and other institutions authorized a corps of cadets receive a monetary allowance to pay for distinctive uniforms in lieu of receiving issue-in-kind uniforms.

	1994 (Actual)		1995 (Estimate)		1996 (Estimate)		1997 (Estimate)					
	Strength	Rate	Strength	Rate	Strength	Rate	Strength	Rate				
Zone 1 Male Basic	1,443	506.00	730	2,127	520.17	1,106	2,308	535.77	1,237	2,180	551.85	1,203
Zone 1 Female Basic	57	599.00	34	84	615.77	52	92	634.25	58	87	653.27	57
Zone 1 Male Advanced	265	1,518.00	402	394	1,560.50	615	431	1,607.32	693	412	1,655.54	681
Zone 1 Female Advanced	17	1,797.00	30	18	1,847.32	33	19	1,902.74	37	19	1,959.82	36
Zone 2 Male Basic	0	338.61	0	0	348.09	0	0	358.54	0	0	369.29	0
Zone 2 Female Basic	0	332.53	0	0	341.84	0	0	352.10	0	0	362.66	0
Zone 2 Male Advanced	0	1,045.06	0	0	1,074.32	0	0	1,106.55	0	0	1,139.75	0
Zone 2 Female Advanced	0	1,046.82	0	0	1,076.13	0	0	1,108.42	0	0	1,141.67	0
Total	1,782		1,196	2,623		1,806	2,850		2,024	2,697		1,977

Reserve Personnel, Army  
Senior ROTC Non-Scholarship Program (continued)

Pay and Allowances (Field Training): The funds requested provide for basic pay and social security payments for students attending summer camps and field training.

	1994 (Actual)			1995 (Estimate)			1996 (Estimate)			1997 (Estimate)		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Basic	1,434	820.16	1,176	2,112	843.13	1,781	2,208	868.42	1,917	2,304	894.47	2,061
Advanced	1,761	820.16	1,444	2,506	843.13	2,113	2,765	868.42	2,401	3,112	958.37	2,982
CTL Leader	425	410.08	174	543	421.56	229	553	434.21	240	553	447.24	247
Total	3,621	2,795	5,161	5,161	4,122	4,122	5,526	4,559	4,559	5,969	5,969	5,291

Subsistence at Camps (Food): The funds requested provide rations to students attending summer camps and field training.

	1994 (Actual)			1995 (Estimate)			1996 (Estimate)			1997 (Estimate)		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Field Rations												
Basic Camp	2,045	172.05	352	2,112	175.75	371	2,208	175.75	388	2,304	175.75	405
Advanced Camp	2,511	172.05	432	2,511	175.75	441	2,766	175.75	486	3,117	175.75	548
Professional Development	1,301	83.70	109	1,194	85.50	102	405	85.50	35	0	0.00	0
Cadet Troop Leader	607	102.30	62	543	104.50	57	553	104.50	58	553	104.50	58
Practical Field Training	30,572	9.30	284	28,976	9.50	275	19,628	9.50	186	15,287	9.50	145
Subtotal	37,036		1,239	35,336		1,247	25,560		1,153	21,261		1,156
Operational Rations												
Basic Camp	2,045	62.30	127	2,112	71.76	152	2,208	73.84	163	2,304	76.05	175
Advanced Camp	2,511	62.30	156	2,511	71.76	180	2,766	73.84	204	3,117	76.05	237
Professional Development	1,301	24.92	32	1,194	28.70	34	405	29.54	12	0	0.00	0
Cadet Troop Leader	607	37.38	23	543	43.05	23	553	44.30	25	553	45.63	25
Practical Field Training	30,572	12.46	381	28,976	14.35	416	19,628	14.77	290	15,287	15.21	233
Subtotal	37,036		720	35,336		805	25,560		694	21,261		670
Total	74,072		1,959	70,672		2,052	51,120		1,847	42,522		1,826
Total Camp Training Costs:			4,754			6,174			6,406			7,117

Travel: The funds requested provide for the travel of ROTC students to and from summer camps and field training.

	1994 (Actual)			1995 (Estimate)			1996 (Estimate)			1997 (Estimate)		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Basic Camp	1,900	567.22	1,078	2,200	467.43	823	2,300	481.46	1,107	2,400	495.90	1,190
Advanced Camp/Nurse	2,341	603.15	1,412	2,548	497.04	1,266	2,808	511.95	1,438	3,191	564.97	1,803
Cadet Troop Leader	549	969.01	532	552	798.53	441	562	822.49	462	562	847.16	476
Professional Development	1,195	704.53	842	1,249	580.58	725	426	598.00	255	0	615.94	0
Practical Field Training	27,645	54.02	1,493	28,976	44.52	1,290	19,628	45.85	900	15,287	47.23	722
Total	33,630		5,357	35,525		4,545	25,724		4,162	21,440		4,191

Appropriation  
 Reserve Personnel, Army  
 Budget Program, Program Element/Aggregation or Budget Project Account  
 4000 Reserve Component Personnel  
 Budget Activity 2B: 4X00 - Senior ROTC Scholarship Program

1994 (Actual)	1995 (Estimate)	1996 (Estimate)	1997 (Estimate)
15,722	16,661	22,444	24,107

Part 1 - PURPOSE AND SCOPE

This budget program provides a subsistence allowance for ROTC scholarship cadets while at the educational institution, the procurement of individual clothing, a commutation allowance in lieu of uniform issue for schools with distinctive uniforms, and for pay and allowances, subsistence, and travel for ROTC scholarship cadets while at ROTC summer camps and field training.

The subsistence allowance at educational institutions is based upon the scholarship enrollment for the Basic and Advanced Courses and is computed at \$150 per month (effective 1 September 1995) for up to 10 months annually. In addition, funds are included for pay and allowances, subsistence, and cadet travel associated with ROTC summer camps and field training.

Definitions (4W00 and 4X00)

Cadet Troop Leader Training - Each tour consists of 21 days training with an Active Army unit or 14 days training with a Reserve Component unit (average tour is 19 days).

Professional Development Training - Includes Airborne, Air Assault, Northern Warfare, and Jungle Warfare Training for periods up to 21 days. Training emphasizes improvement of cadet skills, confidence and readiness in a cost-effective manner with challenging programs that influence cadet enrollment, motivation, and retention.

Practical Field Training - Two days training (field exercises/command post exercises) to train, test and validate all ROTC commissionees in specific military skills prior to reporting to their first duty stations. Funds provide for cadet rations and travel (contract bus) to and from tactical training sites.

Reserve Personnel, Army  
Senior ROTC Scholarship Program (continued)

SCHEDULE OF INCREASES AND DECREASES  
Senior ROTC Scholarship  
(Dollars In Thousands)

FY 1995 DIRECT PROGRAM

16,661

Increases:

Pricing Increases:

FY 1995 Military Personnel Pay Annualization (2.6% pay raise) effective 1 January 1995  
FY 1996 Military Personnel Pay Annualization (2.4% pay raise) effective 1 January 1996  
Purchase Inflation (3.0% increase)  
Clothing Bag Increase (3.0% increase)  
Stipend Increase due to Rate Change (\$100 to \$150) effective 1 September 1995

14  
39  
111  
44  
3,943  
4,152

Total Pricing Increases:

Program Increases:

Program Increase  
Program increase results from increased enrollment to meet Army requirement for Lieutenants.

1,631

Total Program Increases:

1,631

Total Increases

5,783

FY 1996 DIRECT PROGRAM

22,444

Reserve Personnel, Army  
Senior ROTC Scholarship Program (continued)

SCHEDULE OF INCREASES AND DECREASES  
Senior ROTC Scholarship  
(Dollars In Thousands)

22,444

FY 1996 DIRECT PROGRAM

Increases:

Pricing Increases:

FY 1996 Military Personnel Pay Annualization (2.4% pay raise) effective 1 January 1996.	15
FY 1997 Military Personnel Pay Annualization (3.1% pay raise) effective 1 January 1997.	57
Purchase Inflation (3.0% increase)	107
Clothing Bag Increase (3.0% increase)	41
Total Pricing Increases:	219

Program Increases:

1,444

Program Increase

Program increase results from increased enrollment to meet Army requirements for Lieutenants.

1,444

Total Program Increases:

1,663

Total Increases

24,107

FY 1997 DIRECT PROGRAM



Reserve Personnel, Army  
Senior ROTC Scholarship Program (continued)

Part 2 - JUSTIFICATION OF FUNDS REQUESTED

Subsistence Allowance: The funds requested provide an allowance of \$150 a month (effective 1 September 1995) for students enrolled in the Basic and Advanced Course in accordance with the provisions of 37 U.S.C. 209.

	1994 (Actual)			1995 (Estimate)			1996 (Estimate)			1997 (Estimate)		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Basic Course	2,816	919.08	2,588	2,805	968.76	2,717	2,768	1380.00	3,820	2,973	1380.00	4,103
Advanced Course	5,168	919.08	4,750	6,795	968.76	6,583	8,020	1380.00	11,068	8,521	1380.00	11,759
Total	7,984		7,338	9,600		9,300	10,788		14,887	11,494		15,862

Uniforms, Issue-In-Kind: The funds requested provide uniform issues to Basic and Advanced Course cadets. Strength is based on beginning enrollment. These funds also provide for replacement items.

	1994 (Actual)			1995 (Estimate)			1996 (Estimate)			1997 (Estimate)		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Basic Course	3,525	103.16	364	3,356	106.05	356	2,886	109.23	315	2,391	112.51	269
Advanced Course	5,335	103.16	550	4,857	106.05	515	4,082	109.23	446	3,810	112.51	429
Total	8,860		914	8,213		871	6,968		761	6,201		698

Uniforms, Commutation in Lieu of : Military colleges, military junior colleges, and other institutions authorized a corps of cadets receive a monetary allowance to pay for distinctive uniforms in lieu of receiving issue-in-kind uniforms.

	1994 (Actual)			1995 (Estimate)			1996 (Estimate)			1997 (Estimate)		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Zone 1 Male Basic	55	506.00	28	72	520.17	38	68	535.77	36	65	551.85	36
Zone 1 Female Basic	35	599.00	21	45	615.77	28	43	634.25	27	41	653.27	27
Zone 1 Male Advanced	211	1,518.00	320	278	1,560.50	434	266	1,607.32	428	255	1,655.54	422
Zone 1 Female Advanced	66	1,797.00	119	61	1,847.32	113	58	1,902.74	110	56	1,959.82	110
Zone 2 Male Basic	0	338.61	0	0	348.09	0	0	358.54	0	0	369.29	0
Zone 2 Female Basic	0	332.53	0	0	341.84	0	0	352.10	0	0	362.66	0
Zone 2 Male Advanced	0	1,045.06	0	0	1,074.32	0	0	1,106.55	0	0	1,139.75	0
Zone 2 Female Advanced	0	1,046.82	0	0	1,076.13	0	0	1,108.42	0	0	1,141.67	0
Total	368		488	456		612	435		602	417		595

Pay and Allowances (Field Training): The funds requested provide basic pay and social security payments for students attending summer camps and field training.

	1994 (Actual)			1995 (Estimate)			1996 (Estimate)			1997 (Estimate)		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Advanced	2,877	820.16	2,360	2,317	843.13	1,954	2,554	868.42	2,218	2,878	958.37	2,758
CTL Leader	515	410.08	211	502	421.56	212	511	434.21	222	511	447.24	2,229
Total	3,392		2,571	2,819		2,165	3,065		2,440	3,389		2,987

Subsistence at Camps (Food): The funds requested are to provide rations to students attending summer camps and field training.

	1994 (Actual)			1995 (Estimate)			1996 (Estimate)			1997 (Estimate)		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<b>Field Rations</b>												
Advanced Camp	2,877	172.05	495	2,317	175.75	407	2,554	175.75	449	2,878	175.75	506
Professional Development	1,104	83.70	92	1,103	85.50	94	361	85.50	31	0	0.00	0
Cadet Troop Leader	515	102.30	53	502	104.50	52	511	104.50	53	511	104.50	53
Practical Field Training	8,208	9.30	76	8,173	9.50	78	11,240	9.50	107	11,491	9.50	109
Subtotal	12,704		716	12,095		632	14,666		640	14,880		668
<b>Operational Rations</b>												
Advanced Camp	2,877	62.30	179	2,317	71.76	166	2,554	73.84	189	2,878	76.05	219
Professional Development	1,104	24.92	28	1,103	28.70	32	361	29.54	11	0	0.00	0
Cadet Troop Leader	515	37.38	19	502	43.05	22	511	44.30	23	511	45.63	23
Practical Field Training	8,208	12.46	102	8,173	14.35	117	11,240	14.77	166	11,491	15.21	175
Subtotal	12,704		328	12,095		337	14,666		388	14,880		417
Total:	25,408		1,045	24,190		968	29,332		1,028	29,760		1,085
Total Camp Training Costs:			3,616			3,133			3,468			4,072

Travel: The funds requested provide for the travel of ROTC students to and from summer camps and field training.

	1994 (Actual)			1995 (Estimate)			1996 (Estimate)			1997 (Estimate)		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Advanced Camp/Nurse	2,877	561.09	1,614	2,317	496.29	1,150	2,592	511.29	1,325	2,921	564.12	1,648
Cadet Troop Leader	507	901.43	457	509	797.33	406	518	821.09	425	518	845.89	438
Professional Development	1,103	655.40	723	1,135	579.71	658	429	597.23	256	0	615.01	0
Practical Field Training	7,797	50.25	392	8,173	44.41	363	10,924	45.79	500	11,491	47.16	542
Total	12,284		3,186	12,134		2,577	14,463		2,507	14,930		2,628

**Travel incident to Appointment and Upon Discharge of a Scholarship Cadet:** Students are authorized transportation for initial travel to the educational institution and upon discharge from the ROTC program.

	1994 (Actual)		1995 (Estimate)		1996 (Estimate)		1997 (Estimate)	
	Strength	Rate	Strength	Rate	Strength	Rate	Strength	Rate
Appointments	1,369	48.81	67	48	948	51.68	981	53.23
Discharges	2,332	48.81	114	119	3,293	51.68	3,778	53.23
<b>Total</b>	<b>3,701</b>		<b>181</b>	<b>167</b>	<b>4,241</b>		<b>4,759</b>	

Appropriation  
 Reserve Personnel, Army  
 Budget Program, Program Element/Aggregation or Budget Project Account  
 4000 Reserve Component Personnel  
 Budget Activity 2D: 4N00 - Branch Officers Basic Course

1994 (Actual)	1995 (Estimate)	1996 (Estimate)	1997 (Estimate)
29,418	27,040	6,177	5,279

Part 1 - PURPOSE AND SCOPE

This budget program provides funds for ROTC graduates designated for Reserve Forces Duty (RFD) to attend full-length, resident Branch Officer Basic Courses. It includes pay and allowances, retired pay accrual costs, uniform gratuities, and travel for officers.

Title 50 U.S.C.A. Section 456, 1987, requires that commissioned ROTC graduates not required to serve on active duty with the Army are required to attend active duty for training for a period of not more than six months and serve in the Reserve components until the eighth anniversary of commissioning. Successful completion of a Branch Officer Basic Course qualifies officers for mobilization deployment.

Reserve Personnel, Army  
Branch Officers Basic Course (continued)

SCHEDULE OF INCREASES AND DECREASES  
Branch Officer's Basic Course  
(Dollars in Thousands)

FY 1995 DIRECT PROGRAM	27,040
Increases:	
Pricing Increases:	
FY 1995 Military Personnel Pay Annualization (2.6% pay raise) effective 1 Jan 1995.	146
FY 1996 Military Personnel Pay (2.4% pay raise/3.4% BAQ) effective 1 Jan 1996.	314
Purchase Inflation (3.0% increase)	40
Total Pricing Increases	501
Total Increases	501
Decreases:	
Pricing Decreases:	
Retired Pay Accrual Rate Change (from 10.5% to 9.6%)	-127
Total Pricing Decreases	-127
Program Decreases:	
Program Decreases	
Program decrease due to Army decisions to fund higher priority programs.	
Remainder (\$1.2 Million) due to less USAR training requirements.	
Total Program Decreases	-21,237
Total Decreases	-21,364
FY 1996 DIRECT PROGRAM	6,177

Reserve Personnel, Army  
Branch Officers Basic Course (continued)

SCHEDULE OF INCREASES AND DECREASES  
Branch Officer's Basic Course  
(Dollars in Thousands)

FY 1996 DIRECT PROGRAM	6,177
Increases:	
Pricing Increases:	
FY 1996 Military Personnel Pay Annualization (2.4% pay raise/3.4% BAQ) effective 1 Jan 1996.	32
FY 1997 Military Personnel Pay (3.1% pay raise) effective 1 Jan 1997.	94
Purchase Inflation (3.0% increase)	9
Total Pricing Increases:	135
Total Increases	135
Decreases:	
Pricing Decreases:	
Retired Pay Accrual Rate Change (from 9.6% to 8.7%)	-29
Total Pricing Decreases:	-29
Program Decreases:	
Program Decreases	-1,004
This decrease is the result of an Army decision to fund higher priority programs.	
Total Program Decreases:	-1,004
Total Decreases	-1,033
FY 1997 DIRECT PROGRAM	5,279

Reserve Personnel, Army  
Branch Officers Basic Course (continued)

Part 2 - JUSTIFICATION OF FUNDS REQUESTED

Pay and Allowances: The funds requested provide for basic pay, retired pay accrual costs, basic allowances for quarters, variable housing allowance, basic allowance for subsistence, and the government's portion of social security payments for Officers attending the Branch Officers Basic Course.

	1994 (Actual)	1995 (Estimate)	1996 (Estimate)	1997 (Estimate)								
Strength	Rate	Amount	Rate	Amount								
Active Duty	1,656	12,350.92	20,457	1,495	12,650.01	18,915	337	12,873.10	4,338	283	13,160.26	3,727

Uniform Allowances: The funds requested provide for Initial Uniform Allowances and Additional Active Duty Uniform Allowances.

	1994 (Actual)	1995 (Estimate)	1996 (Estimate)	1997 (Estimate)								
Strength	Rate	Amount	Rate	Amount								
Initial	1,656	200.00	331	1,495	200.00	299	337	200.00	67	283	200.00	57
Additional	(1,656)	100.00	166	(1,495)	100.00	150	(337)	100.00	34	(283)	100.00	28
Total	1,656	497	497	1,495	449	449	337	101	101	283	85	85

Travel: These funds provide transportation and per diem costs for officers attending the Officer Basic Course of their respective branches.

	1994 (Actual)	1995 (Estimate)	1996 (Estimate)	1997 (Estimate)								
Strength	Rate	Amount	Rate	Amount								
Participants	1,656	5,109.95	8,464	1,495	5,134.28	7,677	337	5,156.71	1,738	283	5,177.86	1,467

Appropriation  
 Reserve Personnel, Army  
 Budget Program, Program Element/Aggregation or Budget Project Account  
 4000 Reserve Component Personnel  
 Budget Activity 21: 4M00 - Health Professions Scholarship Program

1994 (Actual)	1995 (Estimate)	1996 (Estimate)	1997 (Estimate)
16,764	18,790	19,928	19,233

Part 1 - PURPOSE AND SCOPE

This budget program provides funds for officers to participate in the Armed Forces Health Professions Scholarship Program as authorized by Public Law 92-426, 92nd Congress H.R. 2, September 1972. This program is the Army's primary source of medical doctors. The objective of this program is to provide, in conjunction with other health professional officer acquisition programs, a sufficient number of trained personnel to support the Army Medical Department in its health care mission. Members of the program serve on active duty for training in pay grade O-1 with full pay and allowances of that grade for a period of 45 days during each year of participation in the program. They are detailed as students at accredited civilian institutions located in the United States and Puerto Rico, for the purpose of acquiring knowledge or training in a designated health profession. In addition, members of the program, under regulation prescribed by the Secretary of Defense, receive military and professional training and instruction. Except when serving on active duty, a member of the program is entitled to a stipend. Upon graduation, participants incur a minimum of three years service obligation in the active component.

The National Defense Authorization Act for FY 90-91, 19 Nov. 89 (P.L. 101-189) modified the HPSP by adding the Financial Assistance Program (FAP). FAP provides financial assistance to medical residents to help obtain adequate numbers of specially trained physicians for clinical practice. Specialties will vary depending on Army requirements. Participants receive an annual grant, a monthly stipend, and reimbursement of approved educational expenses. FAP recipients perform two weeks of Active Duty for Training (ADT) each year.



Reserve Personnel, Army  
Health Profession Scholarship Program (continued)

SCHEDULE OF INCREASES AND DECREASES  
Health Professions Scholarship Program  
(Dollars In Thousands)

FY 1995 DIRECT PROGRAM 18,790

Increases:

Pricing Increases:

FY 1995 Military Personnel Pay Annualization (2.6% pay raise) effective 1 Jan 1995. 33  
FY 1996 Military Personnel Pay (2.4% pay raise/3.4% BAQ) effective 1 Jan 1996. 93  
Purchase Inflation (3.0% increase) 25

Total Pricing Increases: 151

Program Increases:

Program Increase

Program increase is due to an enrollment increase of 80 students to meet Army needs. 987

Total Program Increases: 987

Total Increases

1,138

FY 1996 DIRECT PROGRAM

19,928

Reserve Personnel, Army  
Health Profession Scholarship Program (continued)

SCHEDULE OF INCREASES AND DECREASES  
Health Professions Scholarship Program  
(Dollars In Thousands)

FY 1996 DIRECT PROGRAM

Increases:

Pricing Increases:

FY 1996 Military Personnel Pay Annualization (2.4% pay raise/3.4% BAQ) effective 1 Jan 1996.  
FY 1997 Military Personnel Pay (3.1% pay raise) effective 1 Jan 1997.  
Purchase Inflation (3.0% increase)

Total Pricing Increases:

Total Increases

Decreases:

Program Decreases:

Program Decreases

The decision to delay closure of the Uniform Services University of the Health Sciences reduces the necessity to increase health scholarships.

Total Program Decreases:

Total Decreases

FY 1997 DIRECT PROGRAM

19,928

33

128

28

188

188

-883

-883

-883

19,233

Reserve Personnel, Army  
Health Profession Scholarship Program (continued)

Part 2 - JUSTIFICATION OF FUNDS REQUESTED

Pay and Allowances, Active Duty for Training, Officers: The funds provide active duty for training for a period of 45 days annually for HPSP and 15 days for FAP participants. The rate includes basic pay, retired pay accrual costs, government contribution for social security, subsistence and quarters allowances.

	1994 (Actual)		1995 (Estimate)		1996 (Estimate)		1997 (Estimate)	
	Partic- ipants	Rate Amount	Partic- ipants	Rate Amount	Partic- ipants	Rate Amount	Partic- ipants	Rate Amount
HPSP	1,083	4,053	1,194	4,254	1,229	4,407	1,185	4,486
FAP	58	1,186	58	1,215	58	1,245	58	1,282
				5,079		5,416		5,315
				70		72		74

Stipend: The funds requested provide for an annual stipend to actual participants in the program. Stipend amount is computed at the rate authorized under paragraph (1)(b) of section 751(g) of the Public Health Services Act (42 U.S.C. 294(g)) for students in the National Health Service Corps Program.

	1994 (Actual)		1995 (Estimate)		1996 (Estimate)		1997 (Estimate)	
	Strength	Rate Amount	Strength	Rate Amount	Strength	Rate Amount	Strength	Rate Amount
HPAP	1,119	8,685	1,194	8,840	1,229	9,046	1,185	9,259
FAP	58	9,512	58	9,702	58	9,944	58	10,207
				10,555		11,118		10,971
				563		577		592

Individual Clothing and Uniform Allowances: These funds provide for the initial payment and supplemental allowances under the provisions of 37 U.S.C. 415 and 416, to actual participants for the procurement of required uniforms.

	1994 (Actual)		1995 (Estimate)		1996 (Estimate)		1997 (Estimate)	
	Partic- ipants	Rate Amount	Partic- ipants	Rate Amount	Partic- ipants	Rate Amount	Partic- ipants	Rate Amount
Initial	224	200.00	358	200.00	369	200.00	373	200.00
Additional	224	100.00	358	100.00	369	100.00	373	100.00
				72		74		75
				36		37		37
				107		111		112

Reserve Personnel, Army  
Health Profession Scholarship Program (continued)

**Travel, Active Duty for Training, Officers:** These funds provide for transportation and per diem of actual participants attending active duty for training at medical care facilities.

	1994 (Actual)		1995 (Estimate)		1996 (Estimate)		1997 (Estimate)					
	Partic- ipants	Rate Amount	Partic- ipants	Rate Amount	Partic- ipants	Rate Amount	Partic- ipants	Rate Amount				
HPSP	921	2,139	1,969	1,120	2,156	2,415	1,209	2,179	2,635	985	2,201	2,168

**Completed Program Graduates:**

	1994 (Actual)	1995 (Estimate)	1996 (Estimate)	1997 (Estimate)
Completed Program Graduates	317	365	365	365

Appropriation  
 Reserve Personnel, Army  
 Budget Program, Program Element/Aggregation or Budget Project Account  
 4000 Reserve Component Personnel  
 Budget Activity 26: 4Y00 - Junior ROTC

1994 (Actual)	1995 (Estimate)	1996 (Estimate)	1997 (Estimate)
17,415	16,814	13,348	13,295

Part 1 - PURPOSE AND SCOPE

This budget program supports the Junior ROTC Program by providing funds for the issue-in-kind uniforms to high school detachments in the United States, Europe, Korea, and Japan.

Reserve Personnel, Army  
Junior ROTC Program (continued)

SCHEDULE OF INCREASES AND DECREASES  
Junior ROTC  
(Dollars in Thousands)

FY 1995 DIRECT PROGRAM	16,814
Increases:	
Pricing Increases:	
Clothing Bag (3.0 increase)	478
Total Pricing Increases:	478
Total Increases	478
Decreases:	
Program Decreases:	
Program Decrease	-3,944
Reduction for one-time start-up costs.	
Total Program Decreases:	-3,944
Total Decreases	-3,944
FY 1996 DIRECT PROGRAM	13,348

Reserve Personnel, Army  
Junior ROTC Program (continued)

SCHEDULE OF INCREASES AND DECREASES  
Junior ROTC  
(Dollars in Thousands)

FY 1996 DIRECT PROGRAM	13,348
Increases:	
Pricing Increases:	
Clothing Bag (3.0% increase)	371
Total Pricing Increases:	371
Total Increases	371
Decreases:	
Program Decreases:	
Program Decrease	-424
Program decrease results from decreased start up costs in FY 97.	
Total Program Decreases:	-424
Total Decreases	-424
FY 1997 DIRECT PROGRAM	13,295

Reserve Personnel, Army  
Junior ROTC Program (continued)

Part 2 - JUSTIFICATION OF FUNDS REQUESTED

The following is a comparison by fiscal years of the program data included in this estimate.

	1994 (Actual)	1995 (Estimate)	1996 (Estimate)	1997 (Estimate)
No. of Jr. ROTC Units	1,252	1,362	1,380	1,398
Units in the U.S.	(1,229)	(1,339)	(1,357)	(1,375)
Units in Europe	(17)	(17)	(17)	(17)
Units in Korea	(2)	(2)	(2)	(2)
Units in Japan	(4)	(4)	(4)	(4)

Uniforms, Issue-In-Kind:

	1994 (Actual)	1995 (Estimate)	1996 (Estimate)	1997 (Estimate)
	Strength	Rate	Strength	Rate
Male	94,876	105.82	102,196	95.06
Female	60,658	105.82	65,338	95.06
Total	155,534	16,458	167,534	15,927
			184,334	12,355
			184,334	12,285

Subsistence of Junior ROTC Cadets at Summer Camps:

	1994 (Actual)	1995 (Estimate)	1996 (Estimate)	1997 (Estimate)
	Participants	Rate	Participants	Rate
Field Rations	50,538	4.65	67,012	4.75
Operational Rations	6,519	13.62	8,377	13.62
Total Subsistence	324	432	73,732	4.75
			9,217	13.62
			73,772	4.75
			9,217	13.62
			18,574	28.76
			18,574	28.76

Travel of Junior ROTC Cadets:

	1994 (Actual)	1995 (Estimate)	1996 (Estimate)	1997 (Estimate)
	Participants	Rate	Participants	Rate
Travel:	22,607	28.00	16,833	27.03
	633	455	18,538	27.90
			18,538	27.90
			18,574	28.76
			18,574	28.76



Appropriation

Reserve Personnel, Army

Budget Program, Program Element/Aggregation or Budget Project Account

4000 Reserve Component Personnel

Budget Activity 2H: 4P00 - Chaplain Candidate Program

1994 (Actual)	1995 (Estimate)	1996 (Estimate)	1997 (Estimate)
1,687	1,952	2,371	2,411

Part 1 - PURPOSE AND SCOPE

This budget program provides funds for officers to participate in the Chaplain Candidate Program. The objective of this program is to provide, in conjunction with other chaplain procurement programs, a sufficient number of trained personnel to support the Army Chaplaincy in its pastoral care and religious ministry mission. Members must be either full-time seminary students, or seminary graduates waiting ecclesiastical endorsement and/or ordination. Members receive military and professional training and instruction in accordance with appropriate regulations during participation in the program. Upon completion of the program, when duly ordained and endorsed by the endorsing denominational agency, participants are qualified as Army chaplains and are assigned to either the Active or Reserve Components. The funds requested also provide for the retired pay accrual associated with officers participating in this program.

Definition: (4P11) Chaplain Officer Basic Course (COBC): The Chaplain Officer Basic Course (COBC) training is required in order to qualify officers commissioned as Chaplain Candidates (staff specialists) for future service as US Army Chaplains in either the Reserve Component or the Active Component. This budget program funds COBC attendance of Chaplain Candidates commissioned in the Army Reserve. Costs include pay and allowances, uniform gratuities, and travel for officers attending COBC.

Definition: (4P12) Chaplain Active Duty for Training (CADT): Members of the program serve on active duty in the pay grades of 0-1 or 0-2 with full pay and allowances of those grades for a period of 45 days during each year of participation in the program, not to exceed a total of 135 days. Costs include pay and allowances and travel for officers attending CADT.

Reserve Personnel, Army  
Chaplain Candidate Program (continued)

SCHEDULE OF INCREASES AND DECREASES  
Chaplain's Candidate Program  
(Dollars in Thousands)

FY 1995 DIRECT PROGRAM

1,952

Increases:

Pricing Increases:

FY 1995 Personnel Pay Annualization (2.6% pay raise) effective 1 Jan 1995.  
FY 1996 Military Personnel Pay (2.4% pay raise/3.4% BAQ) effective 1 Jan 1996.  
Purchase Inflation (3.0% increase)

10  
22  
2

Total Pricing Increases:

34

Program Increases:

Program Increase

394

Total Program Increases:

394

Total Increases

427

Decreases:

Pricing Decreases:

Retired Pay Accrual Rate Change (from 10.5% to 9.6%)

-8

Total Pricing Decreases:

-8

Total Decreases

-8

FY 1996 DIRECT PROGRAM

2,371

Reserve Personnel, Army  
Chaplain Candidate Program (continued)

SCHEDULE OF INCREASES AND DECREASES  
Chaplain's Candidate Program  
(Dollars in Thousands)

FY 1996 DIRECT PROGRAM	2,371
Increases:	
Pricing Increases:	
FY 1996 Personnel Pay Annualization (2.4% pay raise/3.4% BAQ) effective 1 Jan 1996.	12
FY 1997 Military Personnel Pay (3.1% pay raise) effective 1 Jan 1997.	34
Purchase Inflation (3.0% increase)	3
Total Pricing Increases:	48
Program Increases:	
Total Program Increases:	2
Total Increases	50
Decreases:	
Pricing Decreases:	
Retired Pay Accrual Rate Change (from 9.6% to 8.7%)	-10
Total Pricing Decreases:	-10
Total Decreases	-10
FY 1997 DIRECT PROGRAM	2,411

Reserve Personnel, Army  
Chaplain Candidate Program (continued)

Part 2 - JUSTIFICATION OF FUNDS REQUESTED

Pay and Allowances, Active Duty for Training, Officers: The funds requested provide for pay and allowances for officers on active duty for training for a period of 45 days annually. The rate includes basic pay, retired pay accrual costs, government contribution for social security, subsistence and quarters allowances.

	1994 (Actual)		1995 (Estimate)		1996 (Estimate)		1997 (Estimate)	
	Strength	Rate	Strength	Rate	Strength	Rate	Strength	Rate
Chaplain's Officer								
Basic Course	62	7,820.08	485	8,009.93	481	8,154.10	448	8,339.00
Active Duty								
Training	106	5,951.64	631	5,617.36	814	5,717.82	1,122	5,846.71
Total	168	1,116	200	1,294	261	1,571	262	1,607

Individual Clothing and Uniform Allowances: These funds provide for the initial payment and supplemental allowances, under the provisions of 37 U.S.C. 415 and 416, to officers for the procurement of required uniforms.

	1994 (Actual)		1995 (Estimate)		1996 (Estimate)		1997 (Estimate)	
	Strength	Rate	Strength	Rate	Strength	Rate	Strength	Rate
COBC								
Initial	62	200.00	12	200.00	12	200.00	11	200.00
Additional	62	100.00	6	100.00	6	100.00	6	100.00
Total	62	19	60	18	55	17	55	17

Travel, Active Duty for Training, Officers: These funds provide for transportation and per diem of officers attending active duty for training at military installations.

	1994 (Actual)		1995 (Estimate)		1996 (Estimate)		1997 (Estimate)	
	Strength	Rate	Strength	Rate	Strength	Rate	Strength	Rate
COBC								
ADT	62	3,129.84	194	3,140.04	188	3,152.00	173	3,163.91
	106	3,383.32	359	3,127.12	451	3,137.87	611	3,148.57
Total	168	553	200	640	262	784	262	787

**SECTION 5**  
**SPECIAL ANALYSIS**

SECTION 5 - REIMBURSABLE PROGRAM  
(AMOUNTS IN THOUSANDS OF DOLLARS)

STRENGTH RELATED		1994 (Actual)	1995 (Estimate)	1996 (Estimate)	1997 (Estimate)
OFFICER --	BASIC PAY	1,479	2,497	1,049	1,139
	OTHER PAY & ALLOWANCES	1,102	1,865	734	812
ENLISTED --	BASIC PAY	1,017	1,716	721	784
	OTHER PAY	757	1,281	604	658
	RETIRED PAY ACCRUAL (OFFICER & ENLISTED)	265	433	171	169
	SUBTOTAL	4,620	7,802	3,279	3,562
	TOTAL PROGRAM	4,620	7,802	3,279	3,562

# RESERVE OFFICER TRAINING CORPS (ROTC) ENROLLMENT

	1994 (Actual) Average	Begin	End	Begin	1995 (Estimate) Average	End	Begin	1996 (Estimate) Average	End
Senior ROTC (Non-Scholarship)									
First Year	18,239	18,497	17,980	18,497	18,239	17,980	23,052	22,730	22,407
Second Year	6,943	7,191	6,695	7,191	6,943	6,695	7,191	6,943	6,695
Total Basic	25,182	25,688	24,675	25,688	25,182	24,675	30,243	29,673	29,102
Third Year	2,830	3,075	2,584	2,574	2,475	2,375	2,250	2,475	2,375
Fourth Year	2,496	2,601	2,390	2,481	2,380	2,279	2,601	2,185	2,092
Total Advanced	5,326	5,676	4,974	5,055	4,855	4,654	4,851	4,660	4,467
Total Non-Scholarship	30,508	31,364	29,649	30,743	30,037	29,329	35,094	34,333	33,569
Scholarship Program									
First Year	1,059	1,084	1,034	963	941	919	948	927	905
Second Year	2,032	2,063	2,001	1,892	1,864	1,835	1,921	1,892	1,863
Total Basic	3,091	3,147	3,035	2,855	2,805	2,754	2,869	2,819	2,768
Third Year	3,225	3,147	3,303	4,367	4,313	4,259	4,835	4,781	4,727
Fourth Year	2,449	2,565	2,332	2,591	2,482	2,373	3,517	3,405	3,293
Total Advanced	5,674	5,712	5,635	6,958	6,795	6,632	8,352	8,186	8,020
Total Scholarship Program	8,765	8,859	8,670	9,813	9,600	9,386	11,221	11,005	10,788
Total Enrollment									
First Year	19,298	19,581	19,014	19,460	19,180	18,899	24,000	23,657	23,312
Second Year	8,975	9,254	8,696	9,093	8,807	8,530	9,112	8,835	8,558
Third Year	6,055	6,222	5,887	6,941	6,788	6,634	7,085	7,256	7,102
Fourth Year	4,945	5,166	4,722	5,072	4,862	4,652	6,118	5,590	5,385
Total Basic	28,273	28,835	27,710	28,543	27,987	27,429	33,112	32,492	31,870
Total ROTC	11,000	11,388	10,609	12,013	11,650	11,286	13,203	12,846	12,487
Completed and Commissioned COMPCOM	3,800				3,800			3,900	
ROTC Camp									
BSCCMP	1,881				2,112			2,208	
ADVCMP	4,443				4,828			5,321	

## RESERVE OFFICER TRAINING CORPS (ROTC) ENROLLMENT

	Begin	1997 (Estimate) Average	End
Senior ROTC (Non-Scholarship)			
First Year	28,860	28,457	28,053
Second Year	10,741	10,371	10,001
Total Basic	39,601	38,828	38,054
Third Year	2,574	2,475	2,375
Fourth Year	2,277	2,185	2,092
Total Advanced	4,851	4,660	4,467
Total Non-Scholarship	44,452	43,488	42,521
Scholarship Program			
First Year	981	959	936
Second Year	2,045	2,014	1,983
Total Basic	3,026	2,973	2,919
Third Year	4,680	4,623	4,565
Fourth Year	4,018	3,898	3,778
Total Advanced	8,698	8,521	8,343
Total Scholarship Program	11,724	11,494	11,262
Total Enrollment			
First Year	29,841	29,416	28,989
Second Year	12,786	12,385	11,984
Third Year	7,254	7,098	6,940
Fourth Year	6,295	6,083	5,870
Total Basic	42,627	41,801	40,973
Total ROTC	13,549	13,181	12,810
Completed and Commissioned			
COMPCOMM		4,000	
ROTC Camp			
BSCCMP		2,304	
ADVCMP		6,112	



# RESERVE OFFICERS TRAINING CORPS (ROTC)

Number of schools, civilian and military personnel associated with the ROTC program follow:

	1994 (Actual)	1995 (Estimate)	1996 (Estimate)	1997 (Estimate)
Schools	1,199	1,184	1,167	1,167
Civilian Personnel (End Strength)	651	669	669	669
Military Personnel (End Strength)	2,924	2,776	2,779	2,779

FULL TIME SUPPORT  
RESERVE PERSONNEL, ARMY  
1994 (Actual)

	AGR Officer	AGR Enlisted	AGR Total	Active Army Technicians	Civilians	Total
<b>Individuals:</b>						
Pay/Personnel Centers	194	316	510	0	0	510
Recruiting/Retention	186	1,935	2,121	0	0	2,121
Subtotal	380	2,251	2,631	0	0	2,631
<b>Units:</b>						
Units	1,080	4,329	5,409	6	156	9,228
Non Deploy RC HQS	674	2,028	2,702	1,161	719	4,582
Maint Act (Non Unit)	0	0	0	0	27	2,792
Subtotal	1,754	6,357	8,111	1,167	902	16,602
<b>Training:</b>						
RC Training Facilities	92	14	106	0	82	188
RC Schools	15	18	33	0	0	201
ROTC	110	0	110	0	0	110
Subtotal	217	32	249	0	82	499
<b>Headquarters:</b>						
Service HQ	51	2	53	0	0	53
AC/HQ Installations	780	600	1,380	62	470	1,912
RC Chiefs	29	8	37	29	46	112
OSD/JCS Seat of Gov	43	6	49	0	0	50
Subtotal	903	616	1,519	91	516	2,127
<b>Others:</b>						
RCAS	18	14	32	0	0	32
MILCON	0	0	0	0	0	0
Subtotal	18	14	32	0	0	32
<b>Total:</b>	3,272	9,270	12,542	1,258	1,500	21,891

FULL TIME SUPPORT  
RESERVE PERSONNEL, ARMY

	AGR Officer	AGR Enlisted	AGR Total	Active Army	Military Technicians	Civilians	Total
1995 (Estimate)							
Individuals:							
Pay/Personnel Centers	194	316	510	0	0	0	510
Recruiting/Retention	186	1,935	2,121	0	0	0	2,121
Subtotal	380	2,251	2,631	0	0	0	2,631
Units:							
Units	1,055	4,029	5,084	6	3,657	156	8,903
Non Deploy RC HQS	649	1,978	2,627	1,161	0	719	4,507
Maint Act (Non Unit)	0	0	0	0	2,765	27	2,792
Subtotal	1,704	6,007	7,711	1,167	6,422	902	16,202
Training:							
RC Training Facilities	92	14	106	0	0	82	188
RC Schools	15	18	33	0	168	0	201
ROTC	110	0	110	0	0	0	110
Subtotal	217	32	249	0	168	82	499
Headquarters:							
Service HQ	51	2	53	0	0	0	53
AC/HQ Installations	809	369	1,178	62	0	470	1,710
RC Chiefs	29	8	37	29	0	46	112
OSD/JCS Seat of Gov	43	6	49	0	1	0	50
Subtotal	932	385	1,317	91	1	516	1,925
Others:							
RCAS	18	14	32	0	0	0	32
MILCON	0	0	0	0	0	0	0
Subtotal	18	14	32	0	0	0	32
Total:	3,251	8,689	11,940	1,258	6,591	1,500	21,289

FULL TIME SUPPORT  
RESERVE PERSONNEL, ARMY

1996 (Estimate)

	AGR Officer	AGR Enlisted	AGR Total	Active Army	Military Technicians	Civilians	Total
Individuals:							
Pay/Personnel Centers	194	316	510	0	0	356	866
Recruiting/Retention	186	1,935	2,121	0	0	0	2,121
Subtotal	380	2,251	2,631	0	0	356	2,987
Units:							
Units	1,005	3,929	4,934	6	3,321	143	8,404
Non Deploy RC HQS	624	1,878	2,502	1,141	0	420	4,063
Maint Act (Non Unit)	0	0	0	0	2,904	27	2,931
Subtotal	1,629	5,807	7,436	1,147	6,225	590	15,398
Training:							
RC Training Facilities	92	14	106	0	0	82	188
RC Schools	15	18	33	0	183	0	216
ROTC	110	0	110	0	0	0	110
Subtotal	217	32	249	0	183	82	514
Headquarters:							
Service HQ	51	2	53	0	0	0	53
AC/HQ Installations	758	330	1,088	62	0	338	1,488
RC Chiefs	29	8	37	27	0	43	107
OSD/JCS Seat of Gov	43	6	49	0	1	0	50
Subtotal	881	346	1,227	89	1	381	1,698
Others:							
RCAS	18	14	32	0	0	0	32
MILCON	0	0	0	0	0	0	0
Subtotal	18	14	32	0	0	0	32
Total:	3,125	8,450	11,575	1,236	6,409	1,409	20,629

FULL TIME SUPPORT  
RESERVE PERSONNEL, ARMY

	AGR Officer	AGR Enlisted	AGR Total	Active Army	Military Technicians	Civilians	Total
1997 (Estimate)							
Individuals:							
Pay/Personnel Centers	194	316	510	0	0	356	866
Recruiting/Retention	186	1,935	2,121	0	0	0	2,121
Subtotal	380	2,251	2,631	0	0	356	2,987
Units:							
Units	998	3,917	4,915	6	3,321	143	8,385
Non Deploy RC HQS	624	1,872	2,496	1,141	0	420	4,057
Maint Act (Non Unit)	0	0	0	0	2,804	27	2,831
Subtotal	1,622	5,789	7,411	1,147	6,125	590	15,273
Training:							
RC Training Facilities	92	14	106	0	0	82	188
RC Schools	15	18	33	0	183	0	216
ROTC	110	0	110	0	0	0	110
Subtotal	217	32	249	0	183	82	514
Headquarters:							
Service HQ	51	2	53	0	0	0	53
AC/HQ Installations	758	330	1,088	62	0	332	1,482
RC Chiefs	29	8	37	27	0	43	107
OSD/JCS Seat of Gov	43	6	49	0	1	0	50
Subtotal	881	346	1,227	89	1	375	1,692
Others:							
RCAS	18	14	32	0	0	0	32
MILCON	0	0	0	0	0	0	0
Subtotal	18	14	32	0	0	0	32
Total:	3,118	8,432	11,550	1,236	6,309	1,403	20,498